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Specifications for an Operational Two-Tiered Classification System for the Army Volume II: Appendixes

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13. ABSTRACT *(Maximum 200 words)*

The broad objective of the present study is to design an improved two-tiered classification system and to compare its classification efficiency to the current operational aptitude area (AA) system. The total data set includes about 260,000 recruits serving in 170 different entry-level MOS during 1987-1989. The set includes all available ASVAB/Skill Qualification Test (SQT) data for MOS with adequate sample sizes collected by ARI during this time frame.

The proposed system to be evaluated in this study would use an invisible or black-box first tier in which separate assignment variables (AVs) are computed for up to 150 job families. The first tier AVs are to be used in assigning recruits to entry-level MOS. The second tier is used in recruiting, counseling and administration. The proposed system to be evaluated in the visible second tier uses up to 17 families. It is proposed that the aptitude area scores of the visible system be recorded on each soldier's personnel record.

The principal finding of the present study is that the unbiased overall mean predicted performance (MPP) of the 150 job family structure is .195 compared to the MPP for the existing operational system of .023, a gain of more than eight fold. The unbiased overall MPP for the 17 job families is .146 . The 17 family system is obtained by shredding the existing AA families within the boundaries of the operational classification families to maximize the Horst index.

Findings continue to support an early differential assignment theory (DAT) principle that maximum MPP is obtainable by using AVs for all jobs having adequate or stable validity data. The results clearly demonstrate that considerable classification efficiency is potentially obtainable from the existing ASVAB if it is used in accordance with DAT principles.

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Specifications for an Operational Two-Tiered Classification System for the Army

Volume 2

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The George Washington University

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Specifications for an Operational Two-Tiered Classification System for the Army

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Specifications for an Operational Two-Tiered Classification System for the Army

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Appendix A1

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
11B	Infantryman					
GS	52.3708	7.6451	0.2482	0.2714	0.2682	0.4413
AR	51.7442	6.9045	0.2326	0.2453	0.2531	0.4402
NO	53.6149	6.3790	0.0682	0.0724	0.0576	0.3350
CS	52.9179	6.3336	-0.0084	-0.0083	0.0190	0.2432
AS	54.1845	7.5292	0.1991	0.1830	0.2423	0.3887
MK	50.5515	7.8695	0.2499	0.2727	0.2557	0.4239
MC	54.8159	7.4347	0.2543	0.2415	0.2908	0.4313
EI	52.1850	7.9606	0.2313	0.2393	0.2612	0.4257
VE	52.6878	5.8751	0.2379	0.2700	0.2381	0.4201
SQT	-0.0082	1.0046	1.0000	1.0000	1.0000	1.0000
11C	Indirect Fire Infantryman					
GS	53.1411	7.5457	0.3019	0.3220	0.3317	0.5408
AR	52.7312	6.7591	0.3168	0.3232	0.3469	0.5566
NO	53.7616	6.3824	0.0601	0.0631	0.0538	0.4038
CS	53.2783	6.4168	0.0638	0.0628	0.0778	0.3499
AS	55.0842	7.4522	0.2738	0.2463	0.3328	0.4897
MK	51.4208	8.0428	0.3071	0.3386	0.3062	0.5143
MC	55.6439	7.4532	0.3235	0.3045	0.3730	0.5330
EI	53.0221	8.0564	0.3126	0.3236	0.3422	0.5305
VE	53.4494	5.6620	0.3108	0.3361	0.3088	0.5263
SQT	-0.0381	1.0230	1.0000	1.0000	1.0000	1.0000
11H	Heavy Anti-Armor Weapons Infantryman					
GS	53.3352	7.7077	0.3246	0.3757	0.3587	0.5290
AR	53.5393	6.9941	0.3196	0.3584	0.3560	0.5365
NO	53.8315	6.4569	0.0650	0.0734	0.0145	0.3439
CS	53.3964	6.5152	0.0407	0.0432	0.0207	0.2771
AS	55.3704	7.5947	0.2656	0.2586	0.3460	0.4859
MK	51.5536	8.2752	0.3410	0.4109	0.3566	0.5211
MC	56.1216	7.5284	0.3304	0.3337	0.3890	0.5260
EI	53.2987	8.1780	0.2996	0.3344	0.3426	0.5106
VE	53.6748	5.7588	0.3094	0.3615	0.3079	0.4841
SQT	-0.0092	0.9996	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
11M	Fighting Vehicle Infantryman					
GS	52.3837	7.7139	0.2579	0.2861	0.2795	0.4593
AR	52.1635	6.8807	0.2510	0.2652	0.2808	0.4637
NO	53.0940	6.6185	0.0273	0.0303	0.0308	0.3266
CS	52.4735	6.5162	0.0364	0.0370	0.0688	0.2966
AS	54.6319	7.8142	0.2403	0.2306	0.2878	0.4250
MK	50.5383	8.0253	0.2384	0.2668	0.2435	0.4254
MC	54.9301	7.8415	0.2758	0.2779	0.3169	0.4587
EI	52.3819	8.2665	0.2484	0.2685	0.2802	0.4468
VE	52.8606	5.7676	0.2431	0.2724	0.2499	0.4343
SQT	0.0287	0.9810	1.0000	1.0000	1.0000	1.0000
12B	Combat Engineer					
GS	51.9605	8.0074	0.3266	0.3762	0.3411	0.5375
AR	51.7651	7.0414	0.3032	0.3279	0.3361	0.5444
NO	53.0964	6.6144	0.0373	0.0413	0.0564	0.3955
CS	52.3938	6.3140	0.0381	0.0375	0.0981	0.3641
AS	54.3682	7.6800	0.2340	0.2207	0.2750	0.4418
MK	50.4038	8.0270	0.3346	0.3747	0.3421	0.5312
MC	54.5762	7.7960	0.3315	0.3321	0.3649	0.5167
EI	51.8624	8.0277	0.2979	0.3127	0.3224	0.5076
VE	52.2705	5.8688	0.3150	0.3592	0.3152	0.5244
SQT	0.0118	1.0179	1.0000	1.0000	1.0000	1.0000
12C	Bridge Crewmember					
GS	50.7639	8.1356	0.3465	0.4128	0.3664	0.5706
AR	51.4633	6.7653	0.3284	0.3474	0.3773	0.5828
NO	53.2249	6.3816	0.0380	0.0413	0.0501	0.4099
CS	52.9833	6.4217	0.0669	0.0682	0.1454	0.4156
AS	55.1960	7.8524	0.2871	0.2819	0.3479	0.5055
MK	49.6269	8.1227	0.3486	0.4022	0.3620	0.5571
MC	54.3018	8.2147	0.3869	0.4159	0.4309	0.5779
EI	51.6125	8.1945	0.3369	0.3676	0.3651	0.5514
VE	51.6615	6.1213	0.3286	0.3979	0.3305	0.5446
SQT	-0.0100	1.0040	1.0000	1.0000	1.0000	1.0000
12F	Engineering Tracked Vehicle Crewman					

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
GS	50.5560	7.3609	0.2888	0.3058	0.3062	0.5648
AR	50.9061	6.7442	0.2926	0.3031	0.3784	0.6115
NO	53.5018	6.4856	0.0641	0.0696	0.0504	0.4528
CS	52.4296	7.1490	0.0859	0.0958	0.1231	0.4240
AS	55.3574	7.8384	0.3998	0.3849	0.4911	0.6139
MK	48.7292	7.4456	0.3086	0.3205	0.3389	0.5742
MC	53.9964	7.4748	0.3549	0.3409	0.4469	0.6108
EI	51.5812	8.5014	0.3248	0.3611	0.3873	0.5927
VE	51.5668	5.8365	0.3339	0.3787	0.3477	0.6013
SQT	0.0763	1.0212	1.0000	1.0000	1.0000	1.0000
13B	Cannon Crewmember					
GS	48.8910	8.2825	0.3094	0.3730	0.2857	0.4350
AR	49.8906	7.2920	0.3333	0.3777	0.3259	0.4706
NO	54.0756	6.2041	-0.0246	-0.0259	-0.0039	0.2727
CS	52.3565	6.3738	0.0187	0.0188	0.0222	0.2331
AS	50.3222	9.6131	0.3259	0.3894	0.2787	0.4056
MK	48.6982	7.2949	0.2995	0.3084	0.3005	0.4415
MC	50.5141	8.9652	0.3728	0.4346	0.3708	0.4808
EI	49.2558	8.7239	0.3083	0.3559	0.2869	0.4328
VE	50.4151	6.2185	0.3015	0.3687	0.2580	0.4046
SQT	-0.0058	1.0052	1.0000	1.0000	1.0000	1.0000
13C	Tacfire Operations Specialist					
GS	54.6949	5.8683	0.3090	0.2615	0.4345	0.6779
AR	53.0997	7.9897	0.3518	0.4330	0.3797	0.6534
NO	52.1964	6.9892	0.2492	0.2925	0.1450	0.5648
CS	50.5196	7.1818	0.3160	0.3552	0.2139	0.5312
AS	53.8731	8.0838	0.3764	0.3747	0.4341	0.6018
MK	53.4622	7.9659	0.3840	0.4280	0.3788	0.6260
MC	56.1450	7.3115	0.4309	0.4060	0.5079	0.6666
EI	53.3263	7.5876	0.3433	0.3416	0.4397	0.6493
VE	53.8187	4.7753	0.3399	0.3163	0.4173	0.6797
SQT	0.0840	0.9534	1.0000	1.0000	1.0000	1.0000
13E	Cannon Fire Direction Specialist					
GS	53.0735	7.8891	0.3878	0.4414	0.3860	0.6390

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AR	53.9299	6.3984	0.4615	0.4549	0.5140	0.7249
NO	55.4378	5.9192	0.0567	0.0564	0.1439	0.5477
CS	54.8258	6.3166	0.0188	0.0186	0.1353	0.4638
AS	53.2364	8.8764	0.3038	0.3322	0.2632	0.4742
MK	54.0588	7.7235	0.4313	0.4660	0.4708	0.6857
MC	56.2704	7.4357	0.3728	0.3572	0.3763	0.5687
EI	52.9796	8.3914	0.3988	0.4389	0.3683	0.5966
VE	53.5271	5.8508	0.4121	0.4699	0.4119	0.6832
SQT	0.0037	0.9910	1.0000	1.0000	1.0000	1.0000
13F	Fire Support Specialist					
GS	53.2176	7.6760	0.3576	0.3925	0.3768	0.5733
AR	54.4865	6.0420	0.3433	0.3167	0.3924	0.5960
NO	54.9889	5.9590	-0.0050	-0.0050	0.0219	0.3990
CS	54.6818	6.4876	-0.0779	-0.0784	0.0339	0.3323
AS	54.7369	8.3250	0.2748	0.2793	0.2908	0.4561
MK	53.7178	7.0219	0.2942	0.2865	0.3515	0.5575
MC	57.2276	6.8064	0.2806	0.2440	0.3390	0.5057
EI	53.1853	8.5136	0.3173	0.3511	0.3346	0.5285
VE	53.2419	5.7714	0.3562	0.3972	0.3657	0.5743
SQT	-0.0129	1.0013	1.0000	1.0000	1.0000	1.0000
13M	Multiple Launch Rocket Sys (MLRS) Crewmember					
GS	54.0364	6.4063	0.2147	0.1923	0.2775	0.4720
AR	52.4510	7.1297	0.2897	0.3083	0.3250	0.5135
NO	54.0252	6.8852	-0.0029	-0.0033	0.0369	0.3489
CS	52.6779	6.8240	0.1502	0.1555	0.1765	0.4137
AS	57.3529	6.7365	0.0438	0.0352	0.1688	0.3337
MK	51.5238	8.1322	0.3030	0.3341	0.3248	0.5051
MC	57.6835	5.7644	0.2068	0.1488	0.2811	0.4303
EI	54.5826	7.0054	0.2479	0.2206	0.2966	0.4610
VE	54.0532	4.4394	0.2278	0.1910	0.2903	0.4977
SQT	-0.0214	0.9945	1.0000	1.0000	1.0000	1.0000
13N	Lance Crewmember					
GS	53.4263	7.0981	0.2518	0.2701	0.3322	0.5429
AR	53.0112	7.4784	0.3040	0.3668	0.3612	0.5728

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
NO	53.5570	6.5055	0.0392	0.0449	0.0567	0.4110
CS	51.5785	7.0603	0.1106	0.1281	0.0961	0.3753
AS	56.8582	6.8222	0.1517	0.1335	0.2715	0.4399
MK	50.7402	7.6647	0.3167	0.3557	0.3612	0.5590
MC	56.0932	6.8268	0.2259	0.2082	0.3338	0.4995
EI	53.9442	7.0375	0.2328	0.2251	0.3244	0.5167
VE	53.1100	5.4062	0.2516	0.2777	0.3310	0.5551
SQT	-0.0155	1.0114	1.0000	1.0000	1.0000	1.0000
13R	FA Firefinder Radar Operator					
GS	51.9265	7.7613	0.2144	0.2393	0.3309	0.6117
AR	52.4081	6.9997	0.2561	0.2753	0.3409	0.6222
NO	54.3824	5.9140	0.1400	0.1387	0.2070	0.5864
CS	52.9485	6.3865	0.0726	0.0724	0.1095	0.4337
AS	56.2463	6.7803	0.1912	0.1592	0.3562	0.5484
MK	50.6985	7.5850	0.2306	0.2440	0.2775	0.5587
MC	53.5551	8.3452	0.2782	0.2983	0.3976	0.5949
EI	52.5699	7.6931	0.2005	0.2017	0.3321	0.5805
VE	52.5184	5.0246	0.1756	0.1714	0.3407	0.6379
SQT	0.0230	0.9562	1.0000	1.0000	1.0000	1.0000
14D	Hawk Missile Crewmember					
GS	53.3185	7.1390	0.3190	0.3441	0.4525	0.6931
AR	52.0860	7.3238	0.4346	0.5136	0.5360	0.7384
NO	54.4522	6.5097	-0.0107	-0.0122	0.1055	0.5432
CS	53.2994	6.8842	0.0101	0.0114	0.0620	0.4125
AS	54.9809	7.0253	0.3189	0.2891	0.4896	0.6357
MK	51.1656	7.7763	0.3117	0.3553	0.3596	0.6243
MC	55.7006	6.9240	0.2999	0.2804	0.4465	0.6381
EI	52.6688	8.1506	0.2800	0.3135	0.3897	0.6313
VE	53.4841	5.0809	0.2492	0.2585	0.4069	0.6662
SQT	0.0893	0.8387	1.0000	1.0000	1.0000	1.0000
15E	Pershing Missile Crewmember					
GS	53.5340	7.6464	0.3066	0.3465	0.3491	0.4150
AR	53.8544	7.8108	0.2607	0.3214	0.2632	0.3506
NO	56.1359	5.7053	0.0527	0.0518	-0.0298	0.1591

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
CS	53.5146	5.8542	0.0270	0.0254	0.0164	0.1507
AS	54.5728	6.5389	0.2430	0.2005	0.3539	0.4227
MK	53.4757	8.0645	0.2990	0.3456	0.2993	0.3655
MC	55.6699	6.7887	0.1920	0.1721	0.2267	0.3276
EI	53.5243	7.6962	0.3271	0.3383	0.3770	0.4384
VE	53.7670	5.3801	0.1321	0.1420	0.1625	0.2294
SQT	0.0614	0.9687	1.0000	1.0000	1.0000	1.0000
16E	Hawk Fire Control Crewmember					
GS	52.7430	7.5904	0.4024	0.4514	0.4416	0.6613
AR	52.8452	8.0082	0.4559	0.5761	0.4665	0.6800
NO	53.8173	6.6679	0.1033	0.1185	0.1512	0.5273
CS	51.6718	7.1621	0.1334	0.1532	0.1130	0.4225
AS	55.9814	7.0803	0.1919	0.1715	0.3012	0.5014
MK	51.1176	8.7099	0.4107	0.5128	0.4101	0.6280
MC	55.2601	7.0834	0.2778	0.2598	0.3522	0.5537
EI	53.2477	7.9412	0.2956	0.3154	0.3518	0.5798
VE	53.0402	5.7024	0.3188	0.3630	0.3512	0.6088
SQT	-0.0424	0.9692	1.0000	1.0000	1.0000	1.0000
16J	Defense Acquisition Radar Operator					
GS	52.6667	7.4862	0.2550	0.2821	0.3948	0.5967
AR	52.4872	7.7271	0.3904	0.4761	0.4944	0.6583
NO	53.9872	6.7852	0.1583	0.1848	0.1831	0.4800
CS	50.8077	8.0293	0.1847	0.2378	0.1716	0.4051
AS	56.8333	6.8194	0.0967	0.0832	0.3639	0.5480
MK	50.6795	8.0332	0.4080	0.4698	0.5216	0.6487
MC	54.1538	6.2358	0.3717	0.3061	0.5479	0.6778
EI	52.7436	6.3234	0.2965	0.2519	0.4540	0.6231
VE	51.5513	5.8056	0.1222	0.1416	0.2476	0.4749
SQT	-0.0098	1.0634	1.0000	1.0000	1.0000	1.0000
16P	Chaparral Crewmember					
GS	54.1319	6.6273	0.2548	0.2552	0.3854	0.5996
AR	53.3189	7.3539	0.3128	0.3711	0.4029	0.6145
NO	54.8878	5.9376	0.0549	0.0574	0.0413	0.4286
CS	52.8169	6.5828	0.0963	0.1039	0.0772	0.3714

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AS	56.6063	6.3596	0.2957	0.2426	0.4812	0.6130
MK	51.9862	8.0698	0.3225	0.3814	0.3783	0.5814
MC	56.8937	6.1976	0.2952	0.2470	0.4709	0.6233
EI	54.2913	7.9786	0.2797	0.3066	0.4252	0.6103
VE	54.3681	4.7236	0.2238	0.2158	0.3468	0.5663
SQT	0.0324	0.9724	1.0000	1.0000	1.0000	1.0000
16R	Vulcan Crewmember					
GS	52.4603	7.7294	0.2845	0.3323	0.3358	0.4867
AR	51.2144	7.9329	0.3919	0.5017	0.4400	0.5587
NO	52.9260	6.8411	0.0160	0.0192	-0.0222	0.2737
CS	51.1295	7.6150	0.1210	0.1511	0.0272	0.2423
AS	56.3504	7.0083	0.2402	0.2172	0.3670	0.4875
MK	49.8542	8.0957	0.3327	0.3947	0.3596	0.4970
MC	55.4287	6.7951	0.3155	0.2895	0.4177	0.5352
EI	53.3917	7.5423	0.3120	0.3232	0.3989	0.5299
VE	52.3993	6.0490	0.2339	0.2889	0.2648	0.4096
SQT	0.0227	0.9782	1.0000	1.0000	1.0000	1.0000
16S	Man Portable Air Defense System Crewmember					
GS	50.6742	7.9601	0.3571	0.4295	0.3504	0.5628
AR	49.7852	7.8249	0.4104	0.5183	0.3868	0.5888
NO	54.3944	6.3093	0.0404	0.0449	0.0555	0.4148
CS	51.6462	6.9932	0.1496	0.1716	0.0929	0.3687
AS	51.5794	8.4713	0.3714	0.4060	0.3568	0.5129
MK	48.6877	8.0721	0.3545	0.4194	0.3207	0.5324
MC	51.9350	8.8295	0.3948	0.4707	0.3939	0.5560
EI	50.3529	8.5667	0.3669	0.4318	0.3531	0.5468
VE	52.1688	5.3450	0.3368	0.3676	0.3147	0.5361
SQT	0.0228	0.9978	1.0000	1.0000	1.0000	1.0000
19D	Cavalry Scout					
GS	53.1007	8.1699	0.3807	0.4473	0.3745	0.5725
AR	52.5198	7.0104	0.3549	0.3821	0.3705	0.5796
NO	53.4182	6.3802	0.0138	0.0147	-0.0051	0.3826
CS	52.9349	6.3717	0.0185	0.0184	0.0385	0.3333
AS	54.9362	7.8408	0.3482	0.3353	0.3788	0.5259

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
MK	51.1324	8.1120	0.3339	0.3778	0.2998	0.5192
MC	55.2627	7.9722	0.3808	0.3901	0.4102	0.5629
EI	53.2953	8.3051	0.3912	0.4248	0.4018	0.5763
VE	53.3682	6.0025	0.3868	0.4512	0.3644	0.5640
SQT	0.0307	0.9908	1.0000	1.0000	1.0000	1.0000
19E	M48-M60 Armor Crewman					
GS	52.5406	7.7370	0.3808	0.4189	0.3888	0.5896
AR	52.6071	6.7949	0.3178	0.3278	0.3483	0.5753
NO	53.5036	6.4141	0.0423	0.0449	0.0377	0.4188
CS	52.7434	6.2836	0.0547	0.0530	0.0685	0.3644
AS	54.6709	7.9482	0.3303	0.3187	0.3588	0.5194
MK	50.6572	7.9634	0.3343	0.3670	0.3346	0.5461
MC	55.0442	7.7258	0.3737	0.3667	0.4130	0.5689
EI	52.7407	8.2172	0.3753	0.3986	0.3978	0.5786
VE	52.8933	5.7825	0.3764	0.4181	0.3615	0.5724
SQT	-0.0042	0.9933	1.0000	1.0000	1.0000	1.0000
19K	M1 Abrams Armor Crewman					
GS	52.7772	7.8390	0.4246	0.4732	0.4366	0.6345
AR	52.8571	6.8827	0.4068	0.4250	0.4315	0.6380
NO	53.6413	6.3448	0.0299	0.0314	0.0252	0.4292
CS	52.8385	6.4372	0.0115	0.0114	0.0635	0.3707
AS	54.8611	7.9000	0.3735	0.3581	0.4258	0.5776
MK	51.1941	7.9421	0.3731	0.4086	0.3606	0.5761
MC	55.3309	7.9650	0.4266	0.4316	0.4650	0.6193
EI	53.1146	8.1920	0.4160	0.4405	0.4465	0.6259
VE	52.9978	5.9324	0.4084	0.4654	0.3823	0.5899
SQT	0.0072	0.9555	1.0000	1.0000	1.0000	1.0000
24Z	Combined (24C, 24G, 24N, 21L)					
GS	57.4624	5.3536	0.0834	0.0650	0.2467	0.4173
AR	58.0549	5.4714	0.1565	0.1331	0.3111	0.4704
NO	53.9162	6.7816	0.0251	0.0288	0.0068	0.2863
CS	53.0376	6.2879	0.0420	0.0417	0.0372	0.2485
AS	58.6474	6.9568	0.1534	0.1326	0.2827	0.4131
MK	58.0173	6.2005	0.1483	0.1298	0.2858	0.4405

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MC	59.3353	6.7151	0.1868	0.1631	0.3322	0.4588
EI	60.1156	6.0976	0.2148	0.1733	0.3748	0.4987
VE	55.8035	4.1663	0.1212	0.0993	0.2424	0.4103
SQT	-0.0946	1.0952	1.0000	1.0000	1.0000	1.0000
25M	Graphics Documentation Specialist					
GS	54.8309	6.0045	0.2253	0.2114	0.4177	0.6082
AR	53.9614	7.5375	0.4253	0.5349	0.5321	0.6859
NO	54.8357	6.1614	0.1026	0.1151	0.0324	0.4019
CS	54.4300	6.6445	0.2168	0.2443	0.2539	0.5113
AS	50.6232	8.1950	0.2587	0.2829	0.3138	0.4794
MK	53.5749	7.6959	0.4375	0.5103	0.5411	0.6837
MC	55.2222	7.0352	0.3311	0.3253	0.4891	0.6157
EI	52.3623	7.4135	0.2959	0.3117	0.4377	0.6006
VE	55.2222	4.4371	0.2319	0.2173	0.3707	0.5756
SQT	0.0594	0.9400	1.0000	1.0000	1.0000	1.0000
25S	Still Documentation Specialist					
GS	56.4134	6.0399	0.3513	0.3107	0.4963	0.7279
AR	54.4525	7.2818	0.3845	0.4378	0.3810	0.6772
NO	52.4078	6.4194	0.1741	0.1905	0.1358	0.5959
CS	52.5922	6.9230	0.3469	0.3816	0.3035	0.6233
AS	54.5084	7.8019	0.4263	0.4158	0.4468	0.6051
MK	54.3520	7.7817	0.3191	0.3526	0.4032	0.6628
MC	57.0168	7.5717	0.3977	0.3940	0.4879	0.6535
EI	54.1508	8.5410	0.4707	0.5352	0.5266	0.7026
VE	56.2291	4.1160	0.3764	0.3065	0.5063	0.7580
SQT	0.1199	1.0275	1.0000	1.0000	1.0000	1.0000
25Z	Combined (25C, 25P)					
GS	53.6725	7.5583	0.2675	0.2988	0.2519	0.3696
AR	52.7018	8.1095	0.3285	0.4205	0.3097	0.4158
NO	52.8480	7.5092	0.1530	0.1977	0.0512	0.2396
CS	52.1813	8.4844	0.2717	0.3696	0.1630	0.3087
AS	50.8246	8.5181	0.1944	0.2090	0.0997	0.2360
MK	52.3099	7.9781	0.3242	0.3707	0.3414	0.4278
MC	52.9298	8.1288	0.2790	0.2995	0.2774	0.3727

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
EI	51.7953	8.9488	0.2936	0.3530	0.2911	0.3882
VE	54.0877	5.8197	0.2247	0.2612	0.1727	0.3007
SQT	0.0138	1.0850	1.0000	1.0000	1.0000	1.0000
27E	TOW/Dragon Repairer					
GS	52.9080	6.5163	0.1226	0.1163	0.2250	0.4747
AR	53.5254	6.2974	0.2406	0.2355	0.3136	0.5419
NO	52.8644	7.2186	0.1413	0.1729	0.1259	0.4488
CS	51.1017	7.3362	0.1452	0.1682	0.1407	0.4017
AS	53.1792	8.9658	0.1019	0.1135	0.1494	0.3538
MK	52.4310	7.2096	0.1891	0.1924	0.2697	0.4974
MC	53.4044	7.7443	0.2387	0.2404	0.3027	0.4761
EI	53.7433	6.9406	0.1932	0.1775	0.2799	0.4824
VE	52.0242	5.4745	0.2197	0.2366	0.2773	0.5373
SQT	0.0062	1.0197	1.0000	1.0000	1.0000	1.0000
27N	Forward Area Alerting Radar (FAAR) Repairer					
GS	56.4325	6.1436	0.3182	0.2845	0.4221	0.6465
AR	57.4008	5.8916	0.3489	0.3195	0.4617	0.6768
NO	53.5159	6.6713	0.1941	0.2194	0.1185	0.5077
CS	52.0714	6.8776	0.1906	0.2071	0.1190	0.4276
AS	57.0833	7.7996	0.3379	0.3275	0.3890	0.5625
MK	55.9048	6.7534	0.3414	0.3255	0.4491	0.6488
MC	57.8492	7.1183	0.3590	0.3323	0.4618	0.6269
EI	57.2857	7.1899	0.2670	0.2541	0.4077	0.6158
VE	54.6270	5.4972	0.2862	0.3094	0.3698	0.6159
SQT	0.0986	0.9946	1.0000	1.0000	1.0000	1.0000
27Z	Combined (24K, 24M, 27H, 27M, 27N)					
GS	58.6122	5.8136	0.3279	0.2742	0.4306	0.6496
AR	59.7066	4.9393	0.3053	0.2316	0.3880	0.6375
NO	56.1301	5.8415	0.1103	0.1079	0.0231	0.4744
CS	54.4668	6.9723	0.2106	0.2292	0.1635	0.4971
AS	58.4413	7.4814	0.2553	0.2345	0.3524	0.5176
MK	60.3648	5.7774	0.2734	0.2203	0.3557	0.6042
MC	60.0179	6.8235	0.3059	0.2682	0.4368	0.5944
EI	59.5740	6.6382	0.2135	0.1853	0.3424	0.5676

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
VE	56.7449	4.7009	0.3822	0.3491	0.4725	0.6974
SQT	-0.0008	1.0104	1.0000	1.0000	1.0000	1.0000
29V	Strategic Microwave Systems Repairer					
GS	56.1608	6.5261	0.3089	0.2934	0.4381	0.6728
AR	57.1156	5.5579	0.2829	0.2444	0.4212	0.6755
NO	54.6281	6.3048	0.1525	0.1629	0.1438	0.5630
CS	52.5327	7.4017	0.2622	0.3065	0.2542	0.5708
AS	57.1859	7.1252	0.1960	0.1736	0.2010	0.4367
MK	55.5377	6.8296	0.2309	0.2226	0.3810	0.6339
MC	57.1156	7.2684	0.2712	0.2563	0.4065	0.5838
EI	57.3065	6.9181	0.1753	0.1605	0.3066	0.5587
VE	54.3317	5.2925	0.3627	0.3775	0.4575	0.7157
SQT	-0.1016	1.0254	1.0000	1.0000	1.0000	1.0000
29Z	Combined (29F, 29M)					
GS	54.5128	6.5413	0.2841	0.2673	0.4010	0.6035
AR	54.4720	6.3107	0.3007	0.2914	0.4159	0.6270
NO	53.6300	6.5333	0.0884	0.0967	0.0277	0.4234
CS	53.0069	6.7484	0.0726	0.0764	0.0558	0.3644
AS	55.7625	6.8772	0.1517	0.1281	0.3493	0.5130
MK	53.0829	7.9894	0.3346	0.3729	0.4009	0.6009
MC	57.1424	6.0179	0.2457	0.1900	0.4162	0.5729
EI	54.3548	7.5926	0.2950	0.2929	0.4131	0.5943
VE	55.0751	4.5902	0.2650	0.2363	0.3901	0.6022
SQT	-0.0270	1.0073	1.0000	1.0000	1.0000	1.0000
31C	Single Channel Radio Operator					
GS	51.3930	6.8544	0.3240	0.3314	0.4026	0.5949
AR	51.2640	6.7931	0.3094	0.3348	0.3710	0.5850
NO	53.6570	6.5792	0.0543	0.0620	0.0279	0.4058
CS	52.0530	6.8655	0.1312	0.1458	0.0929	0.3812
AS	50.8281	8.8396	0.3375	0.3801	0.3599	0.5177
MK	50.0960	7.5374	0.3165	0.3452	0.3628	0.5611
MC	51.5445	8.8202	0.3841	0.4516	0.4299	0.5783
EI	51.3604	7.7166	0.3198	0.3347	0.3969	0.5754
VE	51.8597	5.6700	0.3222	0.3682	0.3626	0.5656

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	0.0009	1.0092	1.0000	1.0000	1.0000	1.0000
31K	Combat Signaler					
GS	50.3690	6.5809	0.2677	0.2491	0.3599	0.5447
AR	51.1267	6.4248	0.3374	0.3272	0.3782	0.5677
NO	53.9257	6.3270	-0.0377	-0.0393	-0.0226	0.3453
CS	52.3901	6.7515	0.0286	0.0296	0.0296	0.3077
AS	49.4636	9.4565	0.3932	0.4487	0.3738	0.5110
MK	49.8045	6.7162	0.2816	0.2593	0.3384	0.5288
MC	50.3417	8.9586	0.3894	0.4405	0.4086	0.5492
EI	50.2541	7.5067	0.3391	0.3271	0.3988	0.5603
VE	51.7733	5.4811	0.3119	0.3265	0.3505	0.5345
SQT	0.0121	1.0335	1.0000	1.0000	1.0000	1.0000
31L	Wire Systems Installer					
GS	55.7669	5.8389	0.2354	0.2001	0.4442	0.6594
AR	57.2209	4.8820	0.2051	0.1556	0.4288	0.6610
NO	55.3497	6.2772	0.0429	0.0457	0.1176	0.5137
CS	54.8957	7.1020	0.0978	0.1097	0.1348	0.4492
AS	53.1196	8.5316	0.2315	0.2454	0.3369	0.5279
MK	57.6994	5.6499	0.2109	0.1682	0.4352	0.6414
MC	56.0215	6.8462	0.2794	0.2488	0.4610	0.6223
EI	55.8160	6.7013	0.1656	0.1469	0.3909	0.6033
VE	55.6319	4.4062	0.1988	0.1723	0.3963	0.6364
SQT	0.0059	1.0093	1.0000	1.0000	1.0000	1.0000
31N	Communications Systems/Circuit Controller					
GS	51.1429	6.1894	0.0428	0.0386	0.1240	0.2534
AR	52.5830	5.6380	0.0300	0.0263	0.1197	0.2569
NO	53.1120	6.7416	-0.0048	-0.0054	0.0176	0.1943
CS	51.7452	7.7282	0.0600	0.0732	0.1094	0.2456
AS	49.1390	8.5696	0.1486	0.1583	0.1985	0.2811
MK	51.9073	6.0379	0.1194	0.1018	0.2000	0.3038
MC	50.1042	8.4570	0.1204	0.1325	0.1758	0.2719
EI	51.2780	7.6061	0.1825	0.1837	0.2645	0.3426
VE	51.1351	5.6679	0.0551	0.0614	0.1364	0.2693
SQT	-0.0283	1.0837	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

Test	Mean	SD	Correlation 1	2	3	4
31P	Microwave Systems Operator-Maintainer					
GS	53.9439	6.1912	0.2158	0.1945	0.3199	0.5116
AR	53.6947	6.2882	0.2999	0.2931	0.3887	0.5647
NO	53.7399	6.6826	0.0488	0.0553	0.0547	0.3728
CS	52.1433	7.0875	0.0516	0.0577	0.0241	0.2727
AS	53.2617	8.5809	0.2879	0.3071	0.3329	0.4887
MK	52.8022	6.8526	0.2668	0.2581	0.3491	0.5203
MC	54.7726	8.2616	0.3318	0.3565	0.4071	0.5499
EI	54.2913	7.3415	0.3068	0.2980	0.4136	0.5661
VE	53.1215	5.1223	0.1884	0.1898	0.2761	0.4716
SQT	-0.0385	1.0349	1.0000	1.0000	1.0000	1.0000
31Q	Tactical Satellite/Microwave System Op					
GS	53.4828	6.3629	0.3036	0.2812	0.4342	0.6513
AR	52.9548	6.5332	0.3307	0.3358	0.4319	0.6604
NO	53.5801	6.5982	0.0979	0.1095	0.0663	0.4837
CS	52.4151	6.9799	0.1108	0.1222	0.0840	0.4104
AS	52.1099	8.4973	0.3074	0.3246	0.3741	0.5476
MK	52.5072	7.3456	0.2803	0.2906	0.3757	0.6072
MC	53.7104	8.1671	0.3403	0.3614	0.4224	0.5968
EI	53.5593	7.1607	0.3131	0.2967	0.4439	0.6344
VE	53.1659	5.4115	0.3260	0.3469	0.4068	0.6402
SQT	-0.0197	1.0089	1.0000	1.0000	1.0000	1.0000
31R	Multichannel Transmission Systems Operator					
GS	61.1266	3.1839	0.0922	0.0427	0.4080	0.6837
AR	60.7642	3.3972	0.1744	0.0921	0.4883	0.7397
NO	57.1266	5.0901	0.1743	0.1503	0.2534	0.6546
CS	55.5546	6.3958	0.1760	0.1778	0.2564	0.5837
AS	58.3450	7.1118	0.0864	0.0763	0.2599	0.4889
MK	62.7293	3.6196	0.1941	0.0992	0.5349	0.7431
MC	61.7467	5.4230	0.0901	0.0635	0.3820	0.5855
EI	62.7424	4.7967	0.0440	0.0279	0.3578	0.6113
VE	58.3188	3.2859	0.2265	0.1464	0.4710	0.7661
SQT	-0.0654	0.9828	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
31S	Satellite Communications System Operator					
GS	53.7360	6.3355	0.2620	0.2461	0.3739	0.5914
AR	53.3081	6.2407	0.2842	0.2807	0.3918	0.6123
NO	53.9269	6.4112	0.0570	0.0631	0.0442	0.4343
CS	52.6817	6.8312	0.1061	0.1166	0.0911	0.3920
AS	53.6122	8.2111	0.2985	0.3103	0.3653	0.5232
MK	53.3365	7.1361	0.2710	0.2780	0.3692	0.5826
MC	54.6421	7.7303	0.2984	0.3055	0.3907	0.5588
EI	54.8102	7.4395	0.2726	0.2733	0.4008	0.5877
VE	53.2853	5.2462	0.2836	0.2981	0.3658	0.5935
SQT	0.0190	0.9804	1.0000	1.0000	1.0000	1.0000
31V	Unit Level Communications Maintainer					
GS	57.3681	6.1598	0.2306	0.2067	0.3684	0.6174
AR	58.0830	5.4189	0.3724	0.3136	0.5249	0.7135
NO	54.9277	6.1383	0.0628	0.0653	0.0646	0.4807
CS	52.8468	7.2071	0.1180	0.1343	0.1854	0.4946
AS	57.9021	7.4203	0.2358	0.2174	0.3349	0.4976
MK	57.5404	6.3314	0.3036	0.2714	0.4504	0.6686
MC	58.8745	6.8396	0.2136	0.1900	0.3405	0.5356
EI	59.0234	6.7614	0.1948	0.1743	0.3219	0.5565
VE	55.3702	4.9002	0.2727	0.2627	0.3981	0.6594
SQT	-0.0102	1.0381	1.0000	1.0000	1.0000	1.0000
35E	Radio and Communications Security Repairer					
GS	60.8039	3.6275	0.0958	0.0506	0.3029	0.5769
AR	61.0588	3.3270	0.1580	0.0817	0.3849	0.6373
NO	57.2876	5.2071	0.1094	0.0966	0.1861	0.5519
CS	55.0000	6.1804	0.1179	0.1151	0.1535	0.4671
AS	58.9804	6.8109	-0.0501	-0.0424	0.0988	0.3410
MK	62.2484	4.9780	0.1523	0.1070	0.3535	0.6077
MC	61.7778	5.7196	-0.0137	-0.0102	0.1417	0.3971
EI	62.6275	4.2811	-0.0045	-0.0025	0.2298	0.4897
VE	58.0523	3.9333	0.1675	0.1296	0.3516	0.6558
SQT	-0.1114	1.1035	1.0000	1.0000	1.0000	1.0000
35J	Telecommunications Terminal Device Repairs					

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
GS	57.7332	4.9022	0.2236	0.1596	0.5202	0.7182
AR	58.6429	4.6492	0.2074	0.1499	0.4997	0.7263
NO	54.3550	6.3589	0.0876	0.0944	0.0689	0.5250
CS	53.0693	6.5142	0.1530	0.1574	0.1268	0.4818
AS	57.9223	7.2318	0.1675	0.1505	0.3423	0.5302
MK	57.5126	5.8441	0.2671	0.2204	0.5280	0.7232
MC	58.4958	6.3824	0.2081	0.1727	0.4334	0.6053
EI	58.9916	5.6180	0.1849	0.1375	0.4764	0.6642
VE	55.7584	4.4724	0.2760	0.2427	0.5091	0.7324
SQT	-0.0686	1.0564	1.0000	1.0000	1.0000	1.0000
35N	Wire Systems Equipment Repairer					
GS	53.5221	6.3662	0.2292	0.2124	0.3550	0.6379
AR	54.7198	6.0785	0.3019	0.2852	0.4112	0.6808
NO	54.0000	6.0133	0.1333	0.1358	0.1638	0.5893
CS	52.3864	6.9283	0.2477	0.2710	0.2497	0.5721
AS	53.5221	8.1699	0.2146	0.2179	0.2346	0.4589
MK	55.0737	5.9488	0.2019	0.1696	0.3429	0.6266
MC	55.1976	7.7249	0.3072	0.3086	0.3640	0.5640
EI	55.0295	6.7953	0.2356	0.2118	0.3553	0.5935
VE	53.2596	5.3380	0.3737	0.3922	0.4546	0.7402
SQT	-0.0524	1.0173	1.0000	1.0000	1.0000	1.0000
36M	Switching Systems Operator					
GS	52.0940	6.3851	0.2599	0.2416	0.3966	0.5748
AR	53.2459	5.6322	0.2051	0.1796	0.3628	0.5551
NO	52.9476	6.9904	0.0223	0.0264	-0.0239	0.3443
CS	51.4485	7.2538	0.0777	0.0891	0.0939	0.3612
AS	50.2586	8.8613	0.3659	0.4029	0.4536	0.5731
MK	52.7197	6.7702	0.1454	0.1390	0.3290	0.5199
MC	51.8915	8.2061	0.3154	0.3365	0.4294	0.5718
EI	52.4882	6.8411	0.2604	0.2358	0.4197	0.5785
VE	52.1230	5.9001	0.2136	0.2479	0.3346	0.5152
SQT	-0.0362	0.9894	1.0000	1.0000	1.0000	1.0000
41C	Fire Control Instrument Repairer					
GS	50.5466	6.0837	0.2736	0.2423	0.3735	0.5886

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AR	49.5031	8.0071	0.3691	0.4593	0.3959	0.6091
NO	51.3416	7.4095	0.1982	0.2489	0.0694	0.4421
CS	49.9130	7.5220	0.1787	0.2123	0.0804	0.3764
AS	52.0062	7.3854	0.2277	0.2090	0.3350	0.4976
MK	49.5155	7.1424	0.2987	0.3012	0.3704	0.5797
MC	50.1615	8.6088	0.2945	0.3297	0.3452	0.5243
EI	52.1180	6.7039	0.1915	0.1699	0.3166	0.5308
VE	49.9627	6.2559	0.2860	0.3518	0.3416	0.5744
SQT	-0.0595	1.0220	1.0000	1.0000	1.0000	1.0000
44B	Metal Worker					
GS	51.5052	6.4544	0.3349	0.3091	0.4672	0.6636
AR	50.0291	7.0728	0.3505	0.3785	0.3805	0.6259
NO	51.9064	6.4822	0.0429	0.0463	-0.0043	0.4436
CS	50.3555	5.9889	0.0990	0.0920	0.0697	0.4096
AS	56.3721	7.5862	0.4177	0.3869	0.4560	0.5969
MK	48.3721	6.6075	0.3325	0.3047	0.3850	0.6081
MC	54.0395	8.5299	0.4280	0.4664	0.4829	0.6304
EI	52.5114	7.2059	0.3523	0.3300	0.4413	0.6291
VE	51.9085	5.0953	0.3865	0.3804	0.4592	0.6627
SQT	-0.0537	1.0059	1.0000	1.0000	1.0000	1.0000
44E	Machinist					
GS	54.0772	5.8906	0.3842	0.3255	0.5764	0.7615
AR	53.6471	6.5903	0.4903	0.4963	0.5841	0.7790
NO	52.1728	6.2379	0.0485	0.0507	0.0557	0.5309
CS	51.4449	5.6566	0.1880	0.1660	0.1553	0.5049
AS	60.3676	5.7208	0.3294	0.2314	0.5023	0.6502
MK	52.4669	6.9833	0.4693	0.4571	0.5816	0.7562
MC	58.0809	6.8041	0.4866	0.4254	0.6174	0.7374
EI	56.4301	6.6290	0.4442	0.3850	0.5817	0.7424
VE	53.0515	5.2563	0.3877	0.3960	0.5259	0.7326
SQT	-0.0333	0.9864	1.0000	1.0000	1.0000	1.0000
45B	Small Arms Repairer					
GS	53.7438	7.3813	0.3721	0.3997	0.4173	0.6349
AR	50.9004	7.9308	0.3681	0.4537	0.3597	0.6128

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
NO	50.7260	7.5503	-0.0096	-0.0122	-0.0077	0.4472
CS	50.6975	6.5871	0.0491	0.0510	0.0567	0.4008
AS	56.4947	7.6411	0.4741	0.4502	0.4830	0.6157
MK	49.8007	8.0314	0.3354	0.3803	0.3113	0.5636
MC	54.6868	8.7473	0.5100	0.5801	0.5259	0.6616
EI	54.0178	7.9064	0.3769	0.3943	0.3996	0.6064
VE	52.6797	6.1913	0.4769	0.5806	0.4559	0.6665
SQT	-0.0001	1.0439	1.0000	1.0000	1.0000	1.0000
45D	Self-Propelled FA Turret Mechanic					
GS	53.1615	5.9565	0.2703	0.2343	0.4927	0.6716
AR	51.1269	7.9080	0.3135	0.3853	0.4180	0.6374
NO	49.6423	7.1145	0.1572	0.1895	0.0221	0.4343
CS	49.1308	5.7165	0.1484	0.1339	0.0806	0.3953
AS	58.1654	6.3841	0.2397	0.1901	0.4384	0.5879
MK	49.2654	7.2375	0.3150	0.3218	0.4474	0.6340
MC	55.8385	7.6666	0.3356	0.3346	0.4649	0.6177
EI	55.4654	6.0438	0.1804	0.1443	0.4802	0.6483
VE	52.4115	5.2472	0.2387	0.2463	0.4127	0.6112
SQT	0.0417	0.9280	1.0000	1.0000	1.0000	1.0000
45E	M1 Abrams Tank Turret Mechanic					
GS	50.2908	7.3609	0.3044	0.3242	0.3199	0.4279
AR	50.3825	7.4036	0.3413	0.3903	0.3353	0.4476
NO	54.2789	6.2169	-0.1491	-0.1561	-0.0272	0.2205
CS	52.6295	6.7167	-0.0882	-0.0930	-0.0603	0.1284
AS	55.6534	7.3203	0.2233	0.2019	0.2762	0.3878
MK	49.7251	7.8353	0.3065	0.3370	0.3055	0.4156
MC	55.0876	7.1934	0.2834	0.2635	0.3237	0.4254
EI	54.0000	7.1414	0.2648	0.2487	0.3051	0.4224
VE	50.8566	5.5146	0.2615	0.2819	0.2420	0.3476
SQT	0.0157	1.0008	1.0000	1.0000	1.0000	1.0000
45K	Tank Turret Repairer					
GS	54.2340	5.8886	0.1967	0.1666	0.3839	0.6278
AR	51.4415	7.0360	0.3871	0.4184	0.4599	0.6831
NO	51.0532	6.9775	0.1735	0.2027	0.0811	0.5022

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
CS	50.7394	6.3575	0.1559	0.1547	0.0936	0.4261
AS	57.8032	6.9269	0.2089	0.1777	0.3606	0.5331
MK	51.1144	7.4257	0.2995	0.3102	0.3977	0.6321
MC	55.4920	7.5252	0.3032	0.2932	0.4071	0.5866
EI	55.5612	6.3571	0.2384	0.1982	0.3882	0.6038
VE	52.4388	4.9892	0.3045	0.2952	0.4121	0.6646
SQT	0.0046	1.0023	1.0000	1.0000	1.0000	1.0000
45L	Artillery Repairer					
GS	53.6214	5.8454	0.2065	0.1756	0.3522	0.5394
AR	51.8738	6.6921	0.2245	0.2335	0.3451	0.5413
NO	50.8107	6.9267	-0.0094	-0.0111	-0.0153	0.3501
CS	50.3786	6.0625	0.1873	0.1793	0.2296	0.4876
AS	57.7961	6.5068	0.1582	0.1279	0.2738	0.4233
MK	50.5485	7.2627	0.1629	0.1670	0.3190	0.5170
MC	55.1796	7.5373	0.2924	0.2866	0.4188	0.5426
EI	55.1942	5.6492	0.0943	0.0705	0.2847	0.4731
VE	52.9806	4.9366	0.2327	0.2259	0.3634	0.5545
SQT	-0.0070	1.0443	1.0000	1.0000	1.0000	1.0000
45N	M60A1/A3 Tank Turret Mechanic					
GS	51.2124	7.9342	0.3742	0.4295	0.4454	0.6809
AR	52.1236	7.6736	0.3197	0.3790	0.3824	0.6578
NO	53.4247	6.6935	0.0853	0.0962	0.1158	0.5485
CS	51.4981	7.0669	0.1555	0.1725	0.1658	0.4986
AS	58.0425	6.8394	0.3135	0.2648	0.4658	0.6209
MK	50.0154	7.8572	0.3977	0.4384	0.4406	0.6631
MC	55.5483	6.8103	0.3099	0.2728	0.5021	0.6610
EI	54.8494	6.8498	0.3832	0.3452	0.5057	0.6871
VE	51.0154	5.8641	0.4036	0.4626	0.4403	0.6920
SQT	0.0279	0.9686	1.0000	1.0000	1.0000	1.0000
45T	Bradley Fighting Vehicle Sys Turret Mech					
GS	52.0769	6.8034	0.2298	0.2275	0.3541	0.5246
AR	50.7991	7.4608	0.2869	0.3327	0.3576	0.5251
NO	51.2179	7.1579	-0.0048	-0.0059	-0.0679	0.2876
CS	50.5983	7.3631	0.0158	0.0183	-0.0124	0.2480

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AS	55.9872	7.7667	0.2358	0.2276	0.3497	0.4759
MK	49.3504	7.4934	0.0767	0.0811	0.1372	0.3744
MC	53.1068	9.4193	0.2059	0.2522	0.2839	0.4493
EI	54.4017	7.0645	0.2123	0.1985	0.3422	0.5056
VE	51.9359	5.5310	0.1953	0.2124	0.3078	0.4750
SQT	-0.0581	1.010	1.0000	1.0000	1.0000	1.0000
46Z	Combined (46Q, 46R)					
GS	59.3886	5.1904	0.2371	0.1770	0.4122	0.6079
AR	58.7293	5.9542	0.2837	0.2595	0.3946	0.6159
NO	56.5808	5.6014	0.0922	0.0864	0.0700	0.4469
CS	56.0480	6.4299	0.1733	0.1738	0.1592	0.4546
AS	54.2620	7.7460	0.1077	0.1024	0.1574	0.3728
MK	58.4934	6.1141	0.2688	0.2292	0.4194	0.6138
MC	57.5240	7.6299	0.2540	0.2491	0.3560	0.5184
EI	56.4585	7.5262	0.2436	0.2397	0.3402	0.5364
VE	59.4847	2.6368	0.1894	0.0971	0.3978	0.6185
SQT	0.0369	1.0111	1.0000	1.0000	1.0000	1.0000
51B	Carpentry and Masonry Specialist					
GS	51.1588	6.4678	0.2268	0.2110	0.3616	0.5393
AR	50.6301	7.0154	0.2840	0.3060	0.3349	0.5283
NO	53.2974	6.3701	0.0662	0.0706	0.0425	0.3690
CS	51.6674	6.9987	0.0386	0.0421	0.0144	0.2679
AS	54.3945	7.7409	0.3136	0.2981	0.4090	0.5487
MK	49.8241	7.0786	0.2624	0.2591	0.3284	0.5006
MC	53.1119	8.1594	0.3324	0.3485	0.4319	0.5708
EI	51.6418	7.0166	0.2883	0.2645	0.4237	0.5750
VE	51.3902	5.1553	0.2034	0.2037	0.2849	0.4673
SQT	-0.0493	1.0417	1.0000	1.0000	1.0000	1.0000
51K	Plumber					
GS	51.0490	6.5209	0.3546	0.3366	0.5233	0.6795
AR	49.8571	7.3835	0.3687	0.4231	0.4115	0.6107
NO	51.5878	6.7930	0.0556	0.0640	0.0084	0.3993
CS	49.5184	6.5158	0.1977	0.2034	0.1315	0.4102
AS	53.1551	8.1150	0.4345	0.4382	0.4875	0.6265

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MK	48.5510	6.7650	0.2678	0.2558	0.3666	0.5589
MC	51.3469	8.3978	0.4332	0.4731	0.5159	0.6546
EI	52.0980	7.0046	0.3915	0.3629	0.5578	0.6901
VE	51.6163	4.9472	0.2635	0.2563	0.3669	0.5418
SQT	-0.0430	0.9515	1.0000	1.0000	1.0000	1.0000
51M	Firefighter					
GS	51.4049	6.9109	0.1499	0.1507	0.2157	0.4124
AR	50.1411	7.4477	0.2163	0.2504	0.2251	0.4144
NO	51.7301	6.9051	0.1274	0.1491	0.0640	0.3279
CS	51.1595	7.1110	0.1776	0.1994	0.1429	0.3347
AS	55.7423	7.0445	0.2303	0.2016	0.3347	0.4670
MK	47.6626	6.5840	0.1409	0.1310	0.1696	0.3578
MC	52.9877	8.3666	0.2613	0.2843	0.3320	0.4764
EI	53.4110	6.5355	0.3100	0.2681	0.4111	0.5315
VE	51.5460	5.6231	0.1694	0.1873	0.1737	0.3686
SQT	-0.0120	0.9843	1.0000	1.0000	1.0000	1.0000
51R	Interior Electrician					
GS	52.7748	5.9273	0.1467	0.1265	0.3206	0.5057
AR	53.3393	6.2846	0.3415	0.3335	0.4791	0.6212
NO	53.1982	6.0641	0.0380	0.0390	0.0100	0.3376
CS	51.3063	6.0711	0.0203	0.0195	-0.0003	0.2526
AS	55.3754	8.4401	0.2801	0.2938	0.3510	0.4895
MK	52.3814	6.8694	0.3543	0.3436	0.4588	0.5988
MC	55.2553	8.4621	0.3166	0.3484	0.4101	0.5443
EI	56.2673	7.0059	0.2867	0.2658	0.4215	0.5683
VE	52.4264	5.3884	0.1938	0.2054	0.3045	0.4889
SQT	0.0070	0.9809	1.0000	1.0000	1.0000	1.0000
51T	Technical Engineering Specialist					
GS	55.7532	5.9624	0.2722	0.2399	0.3389	0.5991
AR	55.1266	6.8456	0.2699	0.2916	0.2477	0.5582
NO	54.4873	6.0378	0.1025	0.1065	0.0723	0.4990
CS	52.9620	6.6523	0.1136	0.1211	0.1385	0.4655
AS	54.8101	7.9169	0.3580	0.3576	0.4345	0.5781
MK	55.8608	7.2106	0.2883	0.2979	0.2832	0.5554

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MC	57.7911	6.7683	0.2991	0.2673	0.3580	0.5519
EI	55.2848	7.3242	0.3590	0.3533	0.4567	0.6371
VE	55.0570	4.5557	0.3231	0.2939	0.3982	0.6624
SQT	-0.0491	1.0134	1.0000	1.0000	1.0000	1.0000
52C	Utility Equipment Repairer					
GS	53.6502	4.9707	0.1525	0.1103	0.4219	0.6533
AR	51.1687	6.5807	0.3703	0.3788	0.5000	0.7051
NO	51.7366	6.7055	0.1515	0.1721	0.0911	0.4992
CS	50.9053	6.6633	0.1498	0.1577	0.1271	0.4367
AS	56.3992	7.4900	0.2002	0.1863	0.3929	0.5713
MK	51.2881	7.1362	0.2358	0.2376	0.3916	0.6218
MC	54.3333	7.6978	0.3233	0.3236	0.4602	0.6338
EI	56.0535	6.1652	0.3488	0.2845	0.5410	0.7019
VE	53.1523	4.6468	0.1750	0.1599	0.3783	0.6253
SQT	0.0981	0.9306	1.0000	1.0000	1.0000	1.0000
52D	Power Generator Equipment Repairer					
GS	53.5953	6.0628	0.2600	0.2267	0.5022	0.6936
AR	51.8211	6.9691	0.4403	0.4713	0.5426	0.7251
NO	52.2045	6.7305	0.1104	0.1244	0.0355	0.4630
CS	51.2848	6.5004	0.1178	0.1195	0.0752	0.3965
AS	57.4155	7.0194	0.2537	0.2187	0.5028	0.6474
MK	51.4998	7.5624	0.3582	0.3778	0.4837	0.6698
MC	55.4160	7.4241	0.4131	0.3941	0.5697	0.7052
EI	55.6522	6.3105	0.3303	0.2725	0.5613	0.7170
VE	52.8307	5.1168	0.2574	0.2559	0.4214	0.6264
SQT	0.0161	0.9850	1.0000	1.0000	1.0000	1.0000
54B	Chemical Operations Specialist					
GS	54.8157	6.1518	0.4003	0.3674	0.5039	0.7121
AR	52.0094	7.6226	0.4923	0.5978	0.5192	0.7231
NO	53.0819	6.9250	0.1968	0.2367	0.0808	0.5148
CS	52.5764	7.1252	0.2155	0.2485	0.1207	0.4481
AS	53.2268	8.8583	0.4458	0.5030	0.5095	0.6554
MK	52.4913	7.8659	0.3787	0.4311	0.4277	0.6493
MC	55.1953	7.6329	0.4793	0.4876	0.5488	0.6994

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
EI	53.4457	8.4904	0.4621	0.5322	0.5140	0.6978
VE	54.3102	4.7922	0.3154	0.3047	0.4207	0.6502
SQT	-0.0306	1.0086	1.0000	1.0000	1.0000	1.0000
55B	Ammunitions Specialist					
GS	52.7215	6.2570	0.2862	0.2531	0.3783	0.6190
AR	49.9744	7.6817	0.3632	0.4211	0.3906	0.6295
NO	52.5172	7.0509	0.2123	0.2463	0.1300	0.5082
CS	51.7710	7.2657	0.3085	0.3438	0.2371	0.5232
AS	54.2263	7.1903	0.1559	0.1353	0.2792	0.4696
MK	49.8285	7.7647	0.3431	0.3653	0.3714	0.6038
MC	52.4474	8.5582	0.2791	0.3016	0.3150	0.5179
EI	52.9920	6.6093	0.2291	0.1946	0.3395	0.5593
VE	52.7480	5.3108	0.3026	0.3070	0.3475	0.6175
SQT	0.0101	1.0263	1.0000	1.0000	1.0000	1.0000
55D	Explosive Ordinance Disposal (EOD) Spec					
GS	58.0262	5.2760	0.2846	0.2185	0.5067	0.7133
AR	56.2251	6.2346	0.2940	0.2849	0.4508	0.6846
NO	54.9476	6.0860	0.1836	0.1894	0.1178	0.5403
CS	53.7277	6.4203	0.1081	0.1096	0.0876	0.4253
AS	59.6283	5.9633	0.2180	0.1616	0.4868	0.6427
MK	55.9058	7.2752	0.2695	0.2767	0.3936	0.6252
MC	59.6702	6.5342	0.3365	0.2859	0.5302	0.6858
EI	57.8901	5.9430	0.1491	0.1172	0.4282	0.6465
VE	56.7016	4.3468	0.2879	0.2461	0.4146	0.6492
SQT	0.0596	0.9396	1.0000	1.0000	1.0000	1.0000
55G	Nuclear Weapons Specialist					
GS	54.8485	6.4117	0.1671	0.1559	0.2933	0.5435
AR	53.9596	6.5651	0.3502	0.3573	0.4307	0.6150
NO	52.6061	7.4721	0.2816	0.3565	0.1954	0.4898
CS	51.1010	7.4922	0.3637	0.4303	0.3756	0.5889
AS	54.2222	7.1294	0.0909	0.0805	0.1994	0.3918
MK	53.5556	6.8097	0.3139	0.3017	0.3901	0.5860
MC	55.0808	7.4061	0.1848	0.1780	0.2792	0.4757
EI	55.2323	6.6683	0.1018	0.0899	0.2004	0.4453

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
VE	53.3232	6.0774	0.1853	0.2215	0.2174	0.5044
SQT	-0.0854	1.0979	1.0000	1.0000	1.0000	1.0000
57E	Laundry and Bath Specialist					
GS	47.1621	6.1839	0.0548	0.0493	0.1586	0.2001
AR	44.7802	6.2656	0.0613	0.0597	0.1244	0.1734
NO	50.3269	7.2188	-0.0291	-0.0356	-0.0249	0.0773
CS	48.2720	7.9948	0.0290	0.0366	0.0231	0.0917
AS	46.4176	6.9968	0.1461	0.1270	0.2196	0.2591
MK	44.5687	5.5545	0.0727	0.0570	0.1353	0.1722
MC	44.1456	7.3506	0.1620	0.1548	0.2312	0.2658
EI	46.4038	5.7834	0.0848	0.0649	0.1886	0.2289
VE	48.1071	5.5210	-0.0012	-0.0013	0.0921	0.1211
SQT	-0.0343	1.0713	1.0000	1.0000	1.0000	1.0000
62B	Construction Equipment Repairer					
GS	50.0320	7.6895	0.4727	0.5081	0.4934	0.6932
AR	50.8650	6.8400	0.4898	0.5001	0.4723	0.6865
NO	53.5999	6.2501	-0.1025	-0.1043	0.0116	0.4621
CS	51.4833	6.6490	-0.0288	-0.0290	0.0480	0.3862
AS	56.0391	8.2911	0.5812	0.5751	0.5928	0.7071
MK	48.7150	7.2128	0.4076	0.3985	0.4113	0.6287
MC	53.5721	8.2371	0.5384	0.5538	0.5739	0.7119
EI	52.1585	7.7753	0.4890	0.4832	0.5449	0.7115
VE	51.0554	5.5487	0.4455	0.4668	0.4350	0.6411
SQT	0.0072	0.9846	1.0000	1.0000	1.0000	1.0000
62E	Heavy Construction Equipment Operator					
GS	52.3837	6.5698	0.3190	0.3127	0.4139	0.5737
AR	51.4379	7.0219	0.4108	0.4595	0.4516	0.6040
NO	52.7932	6.4464	0.0473	0.0530	-0.0214	0.3329
CS	51.6705	6.4846	0.0343	0.0360	-0.0390	0.2295
AS	57.6876	7.2181	0.3651	0.3357	0.4442	0.5715
MK	49.3937	7.5422	0.3372	0.3680	0.3734	0.5385
MC	54.8345	8.2222	0.3856	0.4225	0.4675	0.5974
EI	53.9087	7.1624	0.3198	0.3107	0.4304	0.5850
VE	52.6748	4.9601	0.2950	0.2949	0.3314	0.4897

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	0.0031	1.0121	1.0000	1.0000	1.0000	1.0000
62F	Crane Operator					
GS	51.0868	5.8576	0.3491	0.2977	0.5087	0.6428
AR	50.2314	6.6623	0.3192	0.3305	0.3989	0.5885
NO	50.8760	7.2502	0.0290	0.0356	-0.0262	0.3593
CS	50.4876	6.5344	-0.0697	-0.0719	-0.0968	0.2079
AS	55.7273	8.1612	0.3244	0.3290	0.4296	0.5763
MK	48.3678	7.0840	0.2829	0.2829	0.3733	0.5452
MC	52.3430	8.6049	0.4074	0.4558	0.5009	0.6251
EI	52.1653	7.5560	0.3451	0.3451	0.4606	0.6141
VE	51.6694	5.0201	0.2786	0.2750	0.3988	0.5404
SQT	0.0255	0.9600	1.0000	1.0000	1.0000	1.0000
62J	General Construction Equipment Operator					
GS	51.1618	6.5143	0.2574	0.2502	0.4082	0.5990
AR	50.2132	7.2750	0.3086	0.3577	0.3634	0.5851
NO	51.9534	6.9565	0.1201	0.1451	0.0360	0.4180
CS	50.3480	7.3409	0.1178	0.1400	0.0224	0.3238
AS	55.6127	7.5106	0.3154	0.3018	0.4094	0.5630
MK	48.6642	7.1552	0.3059	0.3167	0.3859	0.5742
MC	53.1054	8.5059	0.4124	0.4676	0.4938	0.6278
EI	52.2255	7.1446	0.2614	0.2533	0.4161	0.5946
VE	51.7010	5.1502	0.2982	0.3096	0.3737	0.5707
SQT	-0.0102	0.9620	1.0000	1.0000	1.0000	1.0000
63B	Light-Wheel Vehicle Mechanic					
GS	49.2727	7.1947	0.4303	0.4506	0.4673	0.6279
AR	49.8363	7.0113	0.4084	0.4451	0.4223	0.6022
NO	53.2705	6.4857	-0.2173	-0.2388	-0.0751	0.3325
CS	51.8241	6.6196	-0.1097	-0.1147	-0.0234	0.2692
AS	55.2649	8.4494	0.5679	0.5963	0.6276	0.7210
MK	48.0274	7.1365	0.3301	0.3325	0.3384	0.5287
MC	52.6822	8.1517	0.5128	0.5436	0.5861	0.7019
EI	51.5406	7.7441	0.4862	0.4982	0.5563	0.6888
VE	50.5905	5.4949	0.3921	0.4237	0.3802	0.5293
SQT	-0.0095	1.0142	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

Test	Mean	SD	Correlation 1	2	3	4
63D	Self-Propelled Field Artillery Sys Mech					
GS	52.6285	6.4903	0.2479	0.2328	0.4519	0.6567
AR	52.7218	6.3958	0.2355	0.2327	0.3832	0.6212
NO	53.1074	6.3909	-0.0872	-0.0939	-0.0827	0.3954
CS	52.1901	6.5763	-0.0333	-0.0344	0.0081	0.3551
AS	60.6232	5.3153	0.4003	0.2628	0.6415	0.7271
MK	50.1004	7.0557	0.1916	0.1897	0.2862	0.5456
MC	58.3028	5.7951	0.2469	0.1849	0.5148	0.6651
EI	55.7430	6.0238	0.2833	0.2245	0.5385	0.6982
VE	52.8539	4.9088	0.3082	0.2957	0.4510	0.6444
SQT	0.0504	0.9956	1.0000	1.0000	1.0000	1.0000
63E	M1 Abrams Tank System Mechanic					
GS	51.9558	7.3291	0.3903	0.4409	0.4956	0.6806
AR	51.7457	6.9581	0.2889	0.3309	0.3849	0.6216
NO	53.3223	6.3418	-0.0907	-0.1032	-0.0518	0.4058
CS	51.8483	6.4006	-0.0096	-0.0103	0.0059	0.3451
AS	58.4771	6.6433	0.4487	0.3923	0.6277	0.7236
MK	50.3633	7.5493	0.3203	0.3615	0.3612	0.5855
MC	56.8468	6.7856	0.3243	0.3030	0.5037	0.6571
EI	54.2938	7.1163	0.4203	0.4191	0.5844	0.7253
VE	52.0348	5.2128	0.3848	0.4177	0.4377	0.6253
SQT	0.0091	0.9790	1.0000	1.0000	1.0000	1.0000
63G	Fuel and Electrical System Repairer					
GS	51.6205	7.2917	0.2796	0.2933	0.3892	0.5452
AR	52.5263	6.3927	0.2638	0.2590	0.3478	0.5133
NO	54.4737	6.2120	-0.1324	-0.1377	-0.0432	0.2919
CS	52.5596	7.0516	0.0506	0.0557	0.0870	0.3241
AS	58.3186	6.7689	0.2902	0.2413	0.4393	0.5493
MK	50.2742	7.7183	0.1816	0.1956	0.2582	0.4435
MC	57.0166	6.1594	0.2268	0.1795	0.3858	0.5259
EI	55.7867	6.5223	0.2624	0.2238	0.4129	0.5526
VE	52.1773	5.2980	0.2139	0.2202	0.2897	0.4452
SQT	0.0752	0.9456	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
63H	Track Vehicle Repairer					
GS	48.9211	7.7619	0.3122	0.3506	0.3228	0.5417
AR	49.7543	7.3549	0.3411	0.3876	0.3432	0.5630
NO	53.8830	6.4195	-0.0751	-0.0813	0.0060	0.3903
CS	51.9601	6.9192	0.0468	0.0509	0.0835	0.3739
AS	54.2811	8.6623	0.3519	0.3766	0.3464	0.4936
MK	47.6410	7.3651	0.2728	0.2819	0.2745	0.5080
MC	52.0018	8.4413	0.3423	0.3735	0.3575	0.5221
EI	51.0372	7.9236	0.3331	0.3472	0.3580	0.5438
VE	50.7053	5.5524	0.3494	0.3792	0.3513	0.5712
SQT	-0.0074	1.0357	1.0000	1.0000	1.0000	1.0000
63J	Quartermaster and Chemical Equip Repairer					
GS	46.5309	7.6012	0.2809	0.3090	0.3213	0.5584
AR	47.5693	6.9896	0.3548	0.3831	0.3734	0.5865
NO	55.7529	6.0496	-0.1077	-0.1097	0.0554	0.4292
CS	52.7396	6.7121	0.0023	0.0024	0.0811	0.3605
AS	48.4457	8.1624	0.4143	0.4178	0.4886	0.6192
MK	46.5943	6.8774	0.2392	0.2309	0.2439	0.4886
MC	48.5726	7.6066	0.3674	0.3613	0.4616	0.6215
EI	48.1886	7.3284	0.3021	0.2912	0.4064	0.5969
VE	49.4508	5.6070	0.2458	0.2694	0.2966	0.5303
SQT	-0.0424	0.9780	1.0000	1.0000	1.0000	1.0000
63N	M60A1/A3 Tank System Mechanic					
GS	51.3217	7.2508	0.3429	0.3597	0.4972	0.6582
AR	51.0667	6.6559	0.3015	0.3101	0.4018	0.5978
NO	53.0551	6.2380	-0.1304	-0.1370	-0.0584	0.3600
CS	51.7971	6.3958	-0.0116	-0.0116	-0.0180	0.2854
AS	59.0696	5.9709	0.4681	0.3453	0.6636	0.7516
MK	49.3681	6.6935	0.2768	0.2600	0.3171	0.5221
MC	55.4058	7.1510	0.3843	0.3552	0.5865	0.7093
EI	54.1333	7.0488	0.3692	0.3423	0.5366	0.6841
VE	51.7710	5.4364	0.2774	0.2948	0.3843	0.5403
SQT	0.0963	0.9842	1.0000	1.0000	1.0000	1.0000
63S	Heavy-Wheel Vehicle Mechanic					

Correlations, Means and SDs for ASVAB Tests in Sample A

Test	Mean	SD	Correlation 1	2	3	4
GS	52.4272	6.8628	0.2797	0.2777	0.4567	0.6588
AR	51.9983	6.7968	0.2489	0.2613	0.3933	0.6275
NO	52.8362	6.1968	-0.0958	-0.1000	-0.0535	0.4118
CS	51.6222	6.4977	-0.0248	-0.0253	0.0291	0.3665
AS	60.3899	5.3288	0.3698	0.2434	0.6257	0.7247
MK	49.9411	7.2267	0.2093	0.2123	0.3044	0.5518
MC	57.8882	5.9194	0.3305	0.2529	0.5879	0.7162
EI	55.8258	6.0848	0.3171	0.2538	0.5626	0.7144
VE	52.1421	5.1456	0.3212	0.3231	0.4438	0.6346
SQT	-0.0202	0.9938	1.0000	1.0000	1.0000	1.0000
63T	Bradley Fighting Vehicle Sys Mechanic					
GS	52.8168	6.5896	0.2232	0.2115	0.4122	0.6087
AR	52.4608	6.5367	0.2415	0.2424	0.3727	0.5856
NO	52.9492	6.2029	-0.0741	-0.0769	-0.0437	0.3714
CS	51.7841	6.2511	0.0521	0.0508	0.0454	0.3432
AS	60.4422	5.4428	0.3206	0.2143	0.5702	0.6766
MK	50.4370	7.4968	0.1914	0.2002	0.2732	0.5048
MC	58.0739	5.8463	0.2542	0.1910	0.5094	0.6516
EI	55.9608	6.1587	0.2844	0.2291	0.5239	0.6713
VE	52.7037	5.0936	0.2356	0.2332	0.3701	0.5586
SQT	-0.0041	1.0117	1.0000	1.0000	1.0000	1.0000
63W	Wheel Vehicle Repairer					
GS	48.6645	7.6708	0.4474	0.4965	0.4731	0.6641
AR	49.5213	7.0999	0.4448	0.4879	0.4264	0.6362
NO	53.2702	6.5989	-0.1520	-0.1689	-0.0347	0.4066
CS	51.8603	6.8283	-0.0337	-0.0361	0.0184	0.3384
AS	54.8631	8.4886	0.6000	0.6292	0.6499	0.7464
MK	47.4950	7.0623	0.3421	0.3390	0.3078	0.5416
MC	52.1681	8.2928	0.5438	0.5829	0.5983	0.7271
EI	51.0794	7.8271	0.4916	0.5061	0.5701	0.7186
VE	50.4298	5.7200	0.4271	0.4776	0.4027	0.5878
SQT	0.0189	0.9787	1.0000	1.0000	1.0000	1.0000
63Y	Track Vehicle Mechanic					
GS	52.0815	7.1853	0.3815	0.3966	0.4756	0.6905

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AR	52.7907	6.7502	0.4133	0.4311	0.4840	0.6981
NO	53.2070	6.6831	-0.1114	-0.1254	-0.0451	0.4437
CS	51.6101	6.3895	0.0284	0.0285	0.0576	0.4096
AS	60.8634	5.6188	0.4486	0.3114	0.6426	0.7323
MK	50.2665	7.3372	0.3432	0.3533	0.3512	0.6063
MC	58.3789	5.7721	0.3858	0.2879	0.5614	0.7064
EI	56.3304	6.3947	0.3652	0.3072	0.5350	0.7101
VE	52.4559	5.5962	0.4034	0.4413	0.4662	0.6741
SQT	-0.0115	0.9726	1.0000	1.0000	1.0000	1.0000
67H	Observation Airplane Repairer					
GS	54.8051	6.5287	0.3243	0.3063	0.4701	0.6970
AR	54.1581	6.4400	0.3797	0.3778	0.4880	0.7217
NO	54.2460	6.1738	0.0516	0.0537	0.0705	0.5370
CS	53.6901	6.5836	0.0774	0.0800	0.0825	0.4483
AS	59.4792	5.8433	0.2491	0.1798	0.4726	0.6232
MK	52.9760	7.4452	0.3672	0.3836	0.4546	0.6813
MC	59.3994	5.8112	0.3532	0.2653	0.5425	0.6862
EI	57.4585	6.2979	0.2993	0.2479	0.4801	0.6786
VE	54.5559	4.7676	0.3846	0.3585	0.4968	0.7278
SQT	0.0429	0.9824	1.0000	1.0000	1.0000	1.0000
67N	Utility Helicopter Rpairer					
GS	53.4815	7.2993	0.2246	0.2372	0.3207	0.5785
AR	51.7963	7.4705	0.4002	0.4619	0.4980	0.6976
NO	53.9537	6.6955	0.0687	0.0775	0.0890	0.5009
CS	52.2685	6.8203	0.0192	0.0206	0.0168	0.3547
AS	57.3056	6.1469	0.2008	0.1525	0.3211	0.5150
MK	52.9074	7.9983	0.3532	0.3964	0.3542	0.5941
MC	56.9907	6.7068	0.4465	0.3871	0.5847	0.7009
EI	54.1019	7.7338	0.1840	0.1872	0.2949	0.5477
VE	52.6944	5.2729	0.2785	0.2871	0.4158	0.6565
SQT	-0.0803	1.0373	1.0000	1.0000	1.0000	1.0000
67R	AH-64 Attack Helicopter Repairer					
GS	55.2125	6.5410	0.3148	0.2979	0.4254	0.6162
AR	54.4278	6.3874	0.3170	0.3128	0.4066	0.6198

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
NO	54.0986	6.1725	-0.0044	-0.0045	0.0111	0.4104
CS	53.3042	6.2507	0.0419	0.0411	0.0686	0.3722
AS	59.6222	6.0578	0.2069	0.1549	0.4100	0.5626
MK	53.0361	7.9954	0.3745	0.4202	0.4284	0.6120
MC	59.3764	6.1819	0.3367	0.2690	0.5001	0.6337
EI	57.8250	6.3971	0.3144	0.2645	0.4749	0.6357
VE	54.3889	5.1158	0.3177	0.3177	0.3997	0.5960
SQT	0.0207	0.9962	1.0000	1.0000	1.0000	1.0000
67T	Tactical Transport Helicopter Repairer					
GS	55.1025	6.3266	0.3848	0.3522	0.5075	0.7257
AR	53.8123	6.9511	0.4301	0.4619	0.5265	0.7450
NO	54.2450	5.9277	0.0691	0.0690	0.1089	0.5583
CS	53.1025	6.4476	0.1230	0.1245	0.1437	0.4897
AS	59.6591	6.3719	0.2285	0.1799	0.4417	0.6095
MK	52.7816	7.5867	0.3848	0.4096	0.4648	0.6896
MC	58.7537	6.1172	0.3356	0.2654	0.5115	0.6732
EI	57.6818	6.3507	0.3409	0.2847	0.5020	0.6947
VE	54.4940	5.0050	0.3874	0.3790	0.4707	0.7122
SQT	0.0221	0.9922	1.0000	1.0000	1.0000	1.0000
67U	Medium Helicopter Repairer					
GS	55.8151	6.4636	0.2130	0.1914	0.3323	0.5295
AR	54.2965	6.5585	0.2776	0.2703	0.3656	0.5513
NO	54.0236	6.4348	0.0194	0.0202	0.0221	0.3631
CS	53.1191	6.3846	0.0865	0.0833	0.1045	0.3543
AS	59.9119	5.7566	0.2300	0.1571	0.3934	0.5324
MK	53.5087	7.7760	0.2304	0.2415	0.2859	0.4845
MC	60.0484	5.7939	0.2833	0.2038	0.4411	0.5805
EI	57.9901	6.2897	0.2291	0.1821	0.3990	0.5616
VE	54.8189	4.9451	0.2132	0.1980	0.2900	0.4860
SQT	-0.0025	1.0281	1.0000	1.0000	1.0000	1.0000
67V	Observation/Scout Helicopter Repairer					
GS	55.7844	6.4486	0.2464	0.2299	0.4070	0.6165
AR	54.2881	6.5800	0.2945	0.2994	0.4092	0.6242
NO	54.0186	5.8529	0.0006	0.0006	-0.0018	0.4165

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
CS	53.0056	6.3996	0.0233	0.0234	0.0193	0.3345
AS	59.1450	5.7613	0.2538	0.1806	0.4943	0.6276
MK	53.9703	7.9633	0.2208	0.2468	0.2984	0.5365
MC	59.0632	6.0238	0.2758	0.2148	0.4885	0.6401
EI	57.7026	6.1672	0.3027	0.2455	0.4989	0.6622
VE	54.7788	4.8090	0.2582	0.2427	0.3835	0.5902
SQT	-0.0327	1.0528	1.0000	1.0000	1.0000	1.0000
67Y	AH-1 Attack Helicopter Repairer					
GS	54.7925	6.7314	0.1197	0.1159	0.2036	0.5198
AR	54.1361	6.6933	0.1981	0.2037	0.2812	0.5777
NO	54.7551	5.9510	0.1074	0.1070	0.1762	0.5576
CS	54.2619	6.0630	0.1272	0.1203	0.2418	0.5428
AS	58.7109	6.3554	0.0278	0.0217	0.1359	0.3689
MK	53.9286	7.6537	0.1856	0.1982	0.2368	0.5359
MC	58.7585	6.3852	0.2128	0.1746	0.3215	0.5115
EI	57.0544	6.3684	0.0782	0.0652	0.1780	0.4603
VE	54.5646	4.9545	0.2907	0.2798	0.3783	0.6845
SQT	0.0563	0.6087	1.0000	1.0000	1.0000	1.0000
68B	Aircraft Powerplant Repairer					
GS	55.1971	6.6634	0.2162	0.2085	0.3169	0.5593
AR	54.3676	6.2450	0.2834	0.2734	0.3858	0.6051
NO	53.6471	6.4345	0.1108	0.1201	0.1384	0.4822
CS	51.9559	6.4237	0.1917	0.1933	0.2413	0.5044
AS	60.1118	6.1260	0.0779	0.0589	0.2030	0.4069
MK	52.5765	7.5565	0.2673	0.2834	0.3513	0.5701
MC	59.2500	5.8289	0.2268	0.1709	0.3515	0.5272
EI	57.3147	5.9087	0.1559	0.1212	0.2729	0.4997
VE	54.1853	5.0160	0.2371	0.2324	0.3074	0.5712
SQT	0.0879	0.9105	1.0000	1.0000	1.0000	1.0000
68D	Aircraft Powertrain Repairer					
GS	55.9390	6.6043	0.3042	0.2907	0.4265	0.6705
AR	55.7012	6.2248	0.4304	0.4139	0.5261	0.7249
NO	54.9268	5.8650	0.1016	0.1004	0.1461	0.5434
CS	52.8537	6.4227	0.3120	0.3145	0.3154	0.5937

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AS	58.8841	6.1210	0.2050	0.1550	0.3850	0.5550
MK	54.8201	7.2006	0.3920	0.3961	0.4965	0.6967
MC	58.9085	6.1414	0.2938	0.2333	0.4544	0.6273
EI	58.0976	6.0596	0.2156	0.1719	0.3893	0.6133
VE	54.7104	5.3859	0.2334	0.2458	0.3804	0.6532
SQT	0.0156	0.9228	1.0000	1.0000	1.0000	1.0000
68F	Aircraft Electrician					
GS	54.9880	6.5457	0.3825	0.3644	0.4949	0.6878
AR	54.4399	6.5739	0.4356	0.4451	0.5301	0.7177
NO	54.2212	6.4557	-0.0197	-0.0215	0.0261	0.4567
CS	52.8798	6.7105	0.1292	0.1369	0.1464	0.4627
AS	59.5144	5.9758	0.2288	0.1699	0.4021	0.5625
MK	52.8582	7.4096	0.4039	0.4225	0.4939	0.6832
MC	59.0409	6.0937	0.2965	0.2350	0.4678	0.6253
EI	57.1418	6.4983	0.3450	0.2967	0.4860	0.6608
VE	54.5817	4.8548	0.3609	0.3446	0.4379	0.6509
SQT	0.0176	1.0096	1.0000	1.0000	1.0000	1.0000
68G	Aircraft Structural Repairer					
GS	54.9287	5.9461	0.2402	0.2019	0.3651	0.5992
AR	54.7013	5.7782	0.2055	0.1793	0.3118	0.5721
NO	54.1214	6.1017	0.1410	0.1416	0.1312	0.4916
CS	53.1195	6.5301	0.2412	0.2416	0.2510	0.5230
AS	56.9672	6.8779	0.1830	0.1519	0.2784	0.4658
MK	54.3314	7.1637	0.2526	0.2481	0.3505	0.5758
MC	57.2582	6.5009	0.1498	0.1230	0.2950	0.4970
EI	56.2967	6.4158	0.2777	0.2290	0.4009	0.5855
VE	53.9114	5.2284	0.2095	0.2092	0.3202	0.5859
SQT	-0.0077	1.0776	1.0000	1.0000	1.0000	1.0000
68J	Aircraft Armament/Missile Systems Repairer					
GS	53.9588	6.3823	0.2213	0.2056	0.3011	0.5412
AR	52.7887	6.9731	0.1664	0.1803	0.1903	0.4845
NO	51.5876	7.1992	0.1843	0.2248	0.1388	0.4845
CS	50.3557	7.2206	0.1819	0.2074	0.1344	0.4205
AS	55.5567	7.1880	0.1806	0.1613	0.2545	0.4390

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MK	51.9381	7.6359	0.2161	0.2330	0.2697	0.5080
MC	54.5206	7.4006	0.1917	0.1845	0.2430	0.4465
EI	54.6186	6.8348	0.1962	0.1775	0.3125	0.5160
VE	52.8557	5.5552	0.2438	0.2664	0.3017	0.5676
SQT	-0.0453	1.1156	1.0000	1.0000	1.0000	1.0000
68M	Aircraft Weapon Systems Repairer					
GS	53.5917	6.1459	0.2991	0.2725	0.4443	0.6883
AR	54.0642	6.5582	0.3507	0.3641	0.4640	0.7085
NO	54.4404	6.6851	0.0778	0.0897	0.1319	0.5666
CS	53.0917	6.8943	0.1710	0.1896	0.2494	0.5695
AS	52.4725	8.9778	0.3101	0.3524	0.3287	0.5219
MK	53.4587	7.0965	0.3222	0.3288	0.4324	0.6744
MC	54.2294	8.9207	0.3246	0.3835	0.3891	0.5857
EI	53.9633	7.8944	0.3444	0.3664	0.4436	0.6480
VE	53.4128	5.2832	0.3455	0.3657	0.4558	0.7225
SQT	0.0227	0.9949	1.0000	1.0000	1.0000	1.0000
68N	Avionic Mechanic					
GS	55.0232	6.3346	0.1874	0.1727	0.3524	0.6471
AR	55.7710	5.5847	0.4116	0.3573	0.5336	0.7487
NO	55.3246	5.8174	0.1868	0.1842	0.2123	0.6103
CS	54.0870	6.3221	0.2498	0.2495	0.2924	0.5923
AS	54.4116	8.7291	0.2910	0.3156	0.2869	0.4956
MK	56.2029	6.4555	0.3412	0.3110	0.4735	0.7052
MC	56.3130	8.2695	0.2886	0.3104	0.3796	0.5844
EI	56.7913	7.8138	0.2412	0.2494	0.3342	0.5926
VE	54.0638	5.5249	0.2825	0.3069	0.4051	0.7150
SQT	0.0271	0.9568	1.0000	1.0000	1.0000	1.0000
68Z	Combined (68L, 68Q, 68R)					
GS	56.3323	6.2001	0.2149	0.1894	0.4075	0.6565
AR	58.4704	4.6173	0.2931	0.2055	0.5091	0.7293
NO	56.8058	5.5271	0.0990	0.0905	0.1165	0.5521
CS	56.9924	6.6558	0.1563	0.1605	0.2102	0.5417
AS	51.6313	8.2066	0.1668	0.1662	0.2369	0.4531
MK	58.8058	5.3621	0.2212	0.1635	0.4847	0.7034

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MC	56.0379	7.7314	0.2280	0.2239	0.3937	0.5741
EI	53.9757	7.8884	0.2160	0.2202	0.3667	0.5955
VE	57.3778	3.6576	0.2561	0.1799	0.4842	0.7418
SQT	-0.0795	1.0341	1.0000	1.0000	1.0000	1.0000
71D	Legal Specialist					
GS	49.3491	7.4187	0.2667	0.2863	0.3810	0.6539
AR	51.0797	5.7529	0.2427	0.2157	0.4508	0.7053
NO	55.4649	6.2348	0.1290	0.1355	0.2136	0.6136
CS	54.1157	6.8281	0.1277	0.1369	0.2351	0.5616
AS	46.4554	8.5519	0.1527	0.1613	0.1659	0.4104
MK	51.1252	6.1933	0.2413	0.2097	0.4589	0.6959
MC	48.5825	8.2345	0.1124	0.1197	0.2315	0.4803
EI	47.4630	8.2599	0.1932	0.2099	0.2861	0.5532
VE	52.7135	5.2637	0.2754	0.2834	0.4425	0.7418
SQT	0.0060	1.0313	1.0000	1.0000	1.0000	1.0000
71G	Patient Administration Specialist					
GS	49.5506	7.2725	0.1957	0.2047	0.2919	0.5666
AR	52.3487	6.2663	0.3141	0.3022	0.4360	0.6632
NO	55.8789	6.0764	0.1276	0.1298	0.1724	0.5388
CS	55.8003	7.1395	0.1987	0.2214	0.2397	0.5327
AS	45.8745	8.3204	0.1253	0.1281	0.1028	0.3407
MK	52.3491	6.5499	0.2878	0.2630	0.4375	0.6557
MC	48.5354	8.6390	0.2055	0.2281	0.2596	0.4683
EI	47.2071	8.1793	0.1595	0.1706	0.2108	0.4762
VE	53.1255	4.9987	0.2444	0.2374	0.3707	0.6647
SQT	-0.0095	1.0050	1.0000	1.0000	1.0000	1.0000
71L	Administrative Specialist					
GS	53.0649	7.6915	0.3979	0.4351	0.4317	0.6515
AR	54.1141	6.2380	0.3274	0.3100	0.4103	0.6563
NO	54.2438	6.4322	-0.0286	-0.0304	0.0575	0.5012
CS	54.7472	6.9127	0.0801	0.0854	0.1605	0.5027
AS	50.2729	9.1501	0.2649	0.2942	0.2253	0.4265
MK	53.8031	6.6025	0.2723	0.2479	0.3918	0.6346
MC	52.2640	9.3294	0.3179	0.3767	0.3306	0.5178

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
EI	51.5436	8.6860	0.2922	0.3280	0.2578	0.5141
VE	55.0626	5.3455	0.4177	0.4289	0.4878	0.7231
SQT	0.0078	1.0487	1.0000	1.0000	1.0000	1.0000
71M	Chaplain Assistant					
GS	50.5474	7.4145	0.3345	0.3547	0.3456	0.5349
AR	51.4026	6.9934	0.3316	0.3541	0.3438	0.5447
NO	53.8461	6.5044	0.1273	0.1379	0.0569	0.3850
CS	53.6461	7.6846	0.1389	0.1656	0.1161	0.3716
AS	50.2868	7.7207	0.2518	0.2374	0.2698	0.4355
MK	49.7882	8.3613	0.3935	0.4563	0.3778	0.5494
MC	51.9355	7.7473	0.3248	0.3215	0.3583	0.5085
EI	49.3434	7.9948	0.3526	0.3665	0.3631	0.5294
VE	52.6487	5.2134	0.2672	0.2692	0.3051	0.5095
SQT	0.0396	1.0102	1.0000	1.0000	1.0000	1.0000
72E	Tactical Telecommunications Center Op					
GS	50.8700	7.4942	0.2068	0.2229	0.2290	0.4405
AR	51.8150	6.6343	0.2990	0.3047	0.3446	0.5253
NO	55.0775	6.0523	0.1241	0.1258	0.1118	0.3896
CS	54.8825	7.0885	0.1032	0.1142	0.1321	0.3597
AS	48.5838	7.3534	0.0824	0.0744	0.1234	0.3052
MK	51.1750	8.2642	0.3179	0.3665	0.3423	0.5137
MC	51.6475	7.2558	0.2224	0.2073	0.2620	0.4197
EI	48.7425	7.7627	0.1914	0.1942	0.2179	0.4104
VE	53.4312	4.8644	0.1926	0.1820	0.2363	0.4650
SQT	-0.0240	0.9953	1.0000	1.0000	1.0000	1.0000
72G	Automatic Data Telecommunications Center Op					
GS	50.2186	7.5098	0.1439	0.1602	0.2165	0.5039
AR	53.8714	6.1959	0.2523	0.2475	0.3623	0.6011
NO	56.5319	5.5500	0.1595	0.1528	0.2102	0.5315
CS	55.7244	7.2118	0.1879	0.2180	0.2323	0.5018
AS	46.7456	8.2249	0.1147	0.1195	0.0853	0.3155
MK	54.3956	6.6161	0.2539	0.2416	0.3856	0.6052
MC	49.7128	8.8605	0.1709	0.2005	0.2083	0.4236
EI	48.2350	8.2393	0.1221	0.1356	0.1559	0.4245

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
VE	52.7418	5.2607	0.2056	0.2167	0.2851	0.5970
SQT	-0.0029	1.0018	1.0000	1.0000	1.0000	1.0000
73C	Finance Specialist					
GS	55.8652	6.2106	0.2261	0.2032	0.3320	0.5934
AR	58.3696	5.8308	0.3139	0.2828	0.4154	0.6568
NO	57.3609	5.6704	0.2090	0.1997	0.2435	0.5766
CS	57.3913	7.4625	0.1876	0.2197	0.2061	0.4974
AS	51.6435	8.2395	0.0813	0.0827	0.0815	0.3418
MK	58.9957	6.2861	0.3795	0.3348	0.4851	0.6794
MC	55.5652	7.7916	0.1326	0.1335	0.2424	0.4645
EI	54.0174	8.3708	0.2198	0.2420	0.2452	0.5013
VE	57.2043	3.8130	0.2482	0.1850	0.3293	0.6328
SQT	0.0521	0.9881	1.0000	1.0000	1.0000	1.0000
73D	Accounting Specialist					
GS	56.4385	6.2550	0.2135	0.2018	0.3717	0.6367
AR	57.2312	6.3635	0.3030	0.3111	0.4050	0.6727
NO	56.0697	6.0017	0.1338	0.1413	0.1142	0.5594
CS	55.2055	7.4517	0.2352	0.2873	0.2307	0.5654
AS	53.3688	8.3138	0.1705	0.1828	0.2373	0.4438
MK	58.3046	6.6431	0.2916	0.2839	0.4070	0.6609
MC	56.7284	7.4710	0.1759	0.1775	0.3227	0.5248
EI	54.9064	8.4100	0.2311	0.2671	0.3293	0.5686
VE	56.1670	4.2396	0.3485	0.3016	0.4988	0.7627
SQT	-0.0069	1.0309	1.0000	1.0000	1.0000	1.0000
74B	Information Systems Operator					
GS	49.9329	7.5943	0.1967	0.2215	0.3145	0.5828
AR	52.8511	5.7576	0.3252	0.2964	0.4842	0.6938
NO	55.3252	6.2866	0.0881	0.0956	0.1675	0.5361
CS	54.2423	7.2956	0.1509	0.1771	0.2188	0.5127
AS	47.7175	8.8660	0.1678	0.1883	0.1751	0.3989
MK	52.5824	6.3154	0.3161	0.2871	0.4863	0.6846
MC	50.0776	8.4664	0.2542	0.2850	0.3436	0.5318
EI	48.5829	8.4922	0.2035	0.2330	0.2722	0.5214
VE	52.5560	5.3823	0.2244	0.2419	0.3675	0.6539

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	0.0172	0.9902	1.0000	1.0000	1.0000	1.0000
75B	Personnel Administration Specialist					
GS	49.2002	7.3971	0.2085	0.2232	0.3191	0.5924
AR	51.8094	5.9126	0.2960	0.2704	0.4378	0.6714
NO	55.4229	6.3539	0.1427	0.1527	0.1951	0.5607
CS	54.4012	7.2625	0.1696	0.1934	0.2103	0.5119
AS	46.2166	8.5352	0.1113	0.1173	0.1250	0.3670
MK	51.4584	5.8936	0.2446	0.2023	0.4147	0.6467
MC	48.4567	8.4217	0.1368	0.1489	0.2436	0.4694
EI	47.3241	7.9926	0.1664	0.1749	0.2331	0.4996
VE	52.5026	5.1184	0.2266	0.2268	0.3596	0.6604
SQT	0.0032	0.9467	1.0000	1.0000	1.0000	1.0000
75C	Personnel Management Specialist					
GS	48.2224	6.8286	0.1304	0.1337	0.2787	0.5438
AR	51.5400	5.5128	0.2399	0.2120	0.4258	0.6424
NO	55.5952	5.9266	0.0975	0.1010	0.1632	0.5082
CS	55.1880	6.9667	0.1218	0.1383	0.1845	0.4669
AS	44.2656	7.6976	0.0915	0.0903	0.1462	0.3643
MK	51.5768	6.0363	0.2171	0.1908	0.4116	0.6244
MC	46.8872	8.0950	0.1247	0.1354	0.2503	0.4585
EI	45.8688	7.3381	0.1363	0.1365	0.2520	0.4912
VE	51.7856	4.8103	0.1293	0.1262	0.3153	0.6037
SQT	-0.0183	1.0173	1.0000	1.0000	1.0000	1.0000
75D	Personnel Records Specialist					
GS	48.6016	7.1403	0.2120	0.2190	0.3807	0.6530
AR	51.6535	5.7283	0.3406	0.3014	0.5451	0.7554
NO	55.2913	6.4146	0.0694	0.0750	0.1653	0.5872
CS	55.2142	6.9560	0.1569	0.1713	0.2519	0.5725
AS	45.4583	8.0475	0.2025	0.2013	0.2424	0.4608
MK	51.7417	5.8482	0.2977	0.2443	0.5316	0.7372
MC	47.3890	8.1373	0.2378	0.2502	0.3809	0.5729
EI	46.9181	7.6883	0.2447	0.2475	0.3657	0.6023
VE	52.2756	4.8988	0.2873	0.2751	0.4703	0.7499
SQT	0.0257	0.9892	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
75E	Personnel Actions Specialist					
GS	52.7561	7.1861	0.0923	0.0960	0.2110	0.5185
AR	55.9199	5.1015	0.2192	0.1727	0.3745	0.6191
NO	56.3415	6.3175	0.1888	0.2009	0.2396	0.5663
CS	55.7875	6.8908	0.1993	0.2156	0.2178	0.4983
AS	48.1777	8.2733	0.1220	0.1247	0.1342	0.3598
MK	57.0314	5.5422	0.1774	0.1380	0.3608	0.6019
MC	52.5575	8.0503	0.0994	0.1035	0.2139	0.4429
EI	50.5401	8.6176	-0.0085	-0.0096	0.0959	0.4054
VE	55.1045	4.6352	0.1417	0.1284	0.2772	0.6082
SQT	0.0375	0.9941	1.0000	1.0000	1.0000	1.0000
75F	Personnel Information Sys Mgt Specialist					
GS	48.4924	7.5470	0.1493	0.1630	0.3042	0.5962
AR	51.6667	5.6953	0.2930	0.2578	0.4870	0.7072
NO	54.6972	5.8281	0.1239	0.1216	0.2151	0.5825
CS	53.5490	6.5926	0.1887	0.1953	0.2712	0.5628
AS	46.7821	8.4028	0.1122	0.1164	0.1518	0.3912
MK	51.6057	6.0564	0.2353	0.1999	0.4643	0.6853
MC	47.8780	8.0499	0.1666	0.1734	0.2893	0.5072
EI	46.7037	8.1853	0.1506	0.1622	0.2383	0.5136
VE	50.9259	5.7361	0.1890	0.2120	0.3659	0.6792
SQT	0.0826	0.9819	1.0000	1.0000	1.0000	1.0000
76J	Medical Supply Specialist					
GS	47.9228	8.0134	0.3242	0.3759	0.3317	0.6019
AR	50.9963	6.9475	0.3869	0.4153	0.4388	0.6748
NO	55.3726	6.3046	0.1688	0.1793	0.2191	0.5742
CS	53.5172	7.3391	0.1768	0.2037	0.2166	0.5133
AS	46.3981	8.7628	0.2302	0.2492	0.1169	0.3699
MK	50.5502	7.7692	0.3806	0.4149	0.4308	0.6547
MC	47.6372	9.2151	0.2943	0.3505	0.2644	0.4870
EI	47.0742	8.6210	0.3002	0.3404	0.2678	0.5231
VE	50.8696	5.6817	0.2836	0.3150	0.3479	0.6512
SQT	0.0409	1.0058	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
76P	Material Control and Accounting Specialist					
GS	47.7030	7.8307	0.3448	0.3907	0.3591	0.5638
AR	50.1433	6.3689	0.3246	0.3194	0.3561	0.5682
NO	54.1680	6.3030	0.0364	0.0387	0.0529	0.4115
CS	52.8962	7.3695	0.0843	0.0975	0.0960	0.3727
AS	48.6240	9.4738	0.3557	0.4162	0.3173	0.4832
MK	49.0777	6.7236	0.2760	0.2604	0.3044	0.5182
MC	48.5389	9.2936	0.3822	0.4592	0.3846	0.5443
EI	47.5766	8.6699	0.3544	0.4042	0.3531	0.5416
VE	50.4355	5.7439	0.2975	0.3340	0.3246	0.5403
SQT	0.0349	0.9827	1.0000	1.0000	1.0000	1.0000
76V	Material Storage and Handling Specialist					
GS	45.7269	7.6621	0.3538	0.3922	0.3920	0.6771
AR	48.0402	7.2561	0.4638	0.5200	0.5452	0.7665
NO	55.0482	6.0467	0.1557	0.1586	0.2377	0.6472
CS	53.3534	7.6882	0.1680	0.2028	0.2420	0.5730
AS	44.8233	8.5577	0.3463	0.3661	0.2177	0.4619
MK	46.1807	7.4943	0.4104	0.4316	0.4623	0.7092
MC	45.2892	9.4265	0.3892	0.4743	0.3535	0.5706
EI	45.4056	7.9474	0.3545	0.3705	0.3261	0.5957
VE	49.2289	5.3014	0.3632	0.3764	0.4680	0.7662
SQT	-0.0273	1.0576	1.0000	1.0000	1.0000	1.0000
76X	Subsistence Supply Specialist					
GS	48.8615	7.5760	0.3639	0.3965	0.4051	0.6035
AR	50.8207	6.3798	0.3776	0.3700	0.4266	0.6262
NO	54.4920	6.2235	-0.0266	-0.0277	0.0276	0.4152
CS	52.9631	7.1054	0.0167	0.0185	0.0438	0.3422
AS	50.5910	8.8659	0.3878	0.4222	0.4061	0.5592
MK	49.7073	6.7222	0.3084	0.2892	0.3787	0.5777
MC	50.6005	8.5089	0.4272	0.4671	0.4736	0.6181
EI	48.8936	8.4459	0.3900	0.4307	0.4280	0.6062
VE	51.1728	5.3891	0.3139	0.3288	0.3680	0.5718
SQT	-0.0022	0.9854	1.0000	1.0000	1.0000	1.0000
77F	Petroleum Supply Specialist					

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
GS	50.0432	5.8220	0.1972	0.1671	0.3117	0.5361
AR	47.2027	7.1628	0.2916	0.3247	0.3500	0.5667
NO	52.1514	6.6115	0.1034	0.1159	0.0903	0.4349
CS	50.9378	7.1187	0.1247	0.1401	0.1052	0.3784
AS	50.1676	7.6915	0.2354	0.2250	0.3103	0.4763
MK	48.1351	7.1441	0.2678	0.2701	0.3390	0.5432
MC	47.9405	8.2808	0.3154	0.3396	0.3769	0.5387
EI	50.0919	7.0367	0.1814	0.1689	0.2955	0.5053
VE	50.2865	5.3798	0.1942	0.2054	0.3031	0.5387
SQT	0.0163	0.9839	1.0000	1.0000	1.0000	1.0000
77W	Water Treatment Specialist					
GS	49.1939	6.7090	0.1422	0.1410	0.0774	0.2338
AR	48.8121	7.9753	0.2553	0.3213	0.1798	0.2807
NO	53.0667	7.0409	0.1189	0.1441	0.0748	0.2218
CS	50.9394	7.8256	0.2021	0.2536	0.1872	0.2983
AS	46.6788	8.8793	0.3054	0.3422	0.2811	0.3384
MK	47.0182	7.3795	0.1984	0.2098	0.1403	0.2603
MC	48.6970	7.4395	0.1642	0.1613	0.1416	0.2585
EI	47.6788	7.7041	0.0957	0.0991	0.0183	0.1723
VE	51.4606	5.5738	0.0983	0.1094	0.0360	0.1941
SQT	-0.0901	0.9662	1.0000	1.0000	1.0000	1.0000
82C	Field Artillery Surveyor					
GS	53.6989	5.9730	0.2901	0.2560	0.4356	0.6599
AR	52.6290	7.1516	0.4554	0.5140	0.4945	0.7012
NO	53.0941	6.9720	0.2501	0.3001	0.1375	0.5241
CS	51.6129	7.1122	0.2646	0.3017	0.1445	0.4532
AS	53.5242	8.4469	0.3325	0.3544	0.3773	0.5538
MK	52.4839	7.6629	0.4521	0.4966	0.5152	0.6952
MC	55.7876	7.1793	0.3437	0.3258	0.4549	0.6227
EI	52.1586	7.4793	0.3034	0.3049	0.3689	0.5955
VE	54.0538	4.6224	0.2809	0.2592	0.3759	0.6285
SQT	-0.0477	1.0529	1.0000	1.0000	1.0000	1.0000
88H	Cargo Specialist					
GS	50.1752	6.2663	0.1352	0.1297	0.2795	0.4791

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AR	47.8860	7.1723	0.2171	0.2545	0.2771	0.4817
NO	52.0983	6.7547	0.1096	0.1320	0.0701	0.3726
CS	50.6681	7.0720	0.1235	0.1451	0.0991	0.3371
AS	50.7635	7.7095	0.2122	0.2138	0.3041	0.4478
MK	46.9972	7.0632	0.2122	0.2226	0.2974	0.4796
MC	48.8647	8.7131	0.2195	0.2616	0.3045	0.4624
EI	50.0228	6.6714	0.1784	0.1657	0.2931	0.4704
VE	51.3604	5.1438	0.1553	0.1653	0.2482	0.4595
SQT	-0.0030	1.0406	1.0000	1.0000	1.0000	1.0000
88M	Motor Transport Operator					
GS	48.9926	7.4740	0.3092	0.3285	0.3200	0.5215
AR	49.4737	7.2373	0.3643	0.4003	0.3575	0.5501
NO	53.9744	6.3547	-0.0720	-0.0757	0.0067	0.3595
CS	52.5007	6.8670	-0.0060	-0.0063	0.0365	0.3028
AS	52.9540	8.5357	0.3910	0.4051	0.4022	0.5345
MK	47.7816	7.3821	0.2954	0.3006	0.2830	0.4881
MC	51.5471	8.4161	0.3787	0.4048	0.3992	0.5486
EI	49.5571	8.2524	0.3654	0.3897	0.3822	0.5514
VE	50.9049	5.4218	0.2921	0.3042	0.3054	0.5042
SQT	0.0218	0.9749	1.0000	1.0000	1.0000	1.0000
88N	Traffic Management Coordinator					
GS	48.5411	7.7679	0.1030	0.1157	0.1787	0.4225
AR	52.8322	6.3725	0.2097	0.2065	0.2792	0.4940
NO	54.2600	6.4234	0.0891	0.0964	0.1404	0.4250
CS	54.2256	7.3526	0.1221	0.1410	0.1754	0.4120
AS	47.0022	9.2084	0.0622	0.0707	0.0794	0.2694
MK	52.0433	6.5488	0.1491	0.1370	0.2690	0.4801
MC	49.4756	8.3762	0.0877	0.0950	0.1625	0.3511
EI	48.2856	8.4301	0.0809	0.0897	0.1402	0.3629
VE	51.5156	6.1892	0.1600	0.1935	0.2271	0.4928
SQT	0.0604	0.9514	1.0000	1.0000	1.0000	1.0000
91A	Medical Specialist					
GS	54.3291	6.0205	0.2256	0.2001	0.3424	0.5466
AR	52.5211	7.1746	0.2888	0.3260	0.3514	0.5606

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
NO	54.2232	6.6049	0.0476	0.0539	0.0181	0.3850
CS	53.4125	6.9327	0.1031	0.1143	0.0997	0.3776
AS	51.7777	8.4112	0.2689	0.2846	0.3332	0.4846
MK	52.8402	7.3629	0.2371	0.2494	0.3166	0.5248
MC	54.6114	7.2785	0.2810	0.2693	0.3873	0.5389
EI	51.9145	7.8343	0.2709	0.2843	0.3488	0.5327
VE	54.4937	4.4743	0.2312	0.2059	0.3409	0.5499
SQT	-0.0020	1.0175	1.0000	1.0000	1.0000	1.0000
91D	Operating Room Specialist					
GS	53.9012	5.7073	0.4086	0.3446	0.5841	0.7325
AR	52.3634	6.9751	0.3105	0.3418	0.4177	0.6559
NO	55.3023	6.1271	0.1105	0.1165	0.0347	0.4700
CS	55.8140	6.8205	0.0780	0.0853	0.0548	0.4062
AS	50.3895	8.5762	0.1280	0.1386	0.2487	0.4612
MK	53.0116	6.8222	0.3105	0.3036	0.4560	0.6538
MC	53.2238	7.4407	0.1825	0.1793	0.4061	0.5705
EI	51.3953	7.7298	0.2134	0.2216	0.3952	0.5963
VE	54.7587	4.3246	0.3182	0.2748	0.4956	0.6823
SQT	0.0257	1.0081	1.0000	1.0000	1.0000	1.0000
91E	Dental Specialist					
GS	52.5925	5.8134	0.1470	0.1263	0.2627	0.4741
AR	51.0844	7.1607	0.2366	0.2674	0.3018	0.5129
NO	54.4363	6.7059	0.0635	0.0733	0.0676	0.3887
CS	53.8169	7.0852	0.1614	0.1834	0.1791	0.4321
AS	47.9066	7.9038	0.0040	0.0040	0.0481	0.2492
MK	51.7361	6.9158	0.1534	0.1520	0.2645	0.4804
MC	51.7397	6.8200	0.0904	0.0814	0.2090	0.3802
EI	49.3250	7.6316	0.1399	0.1434	0.2225	0.4162
VE	54.0000	4.2154	0.1902	0.1601	0.3055	0.5361
SQT	-0.0087	1.0331	1.0000	1.0000	1.0000	1.0000
91F	Psychiatric Specialist					
GS	54.6055	6.5416	0.0986	0.0953	0.1009	0.1691
AR	53.3853	7.5360	0.1594	0.1896	0.1933	0.2385
NO	54.5229	6.8339	-0.0080	-0.0094	0.0120	0.1102

Correlations, Means and SDs for ASVAB Tests in Sample A						
			Correlation			
Test	Mean	SD	1	2	3	4
CS	54.0872	7.2440	0.0146	0.0170	0.0563	0.1345
AS	50.7890	8.7121	0.0887	0.0975	0.0794	0.1345
MK	53.4312	6.7611	0.1824	0.1768	0.2202	0.2601
MC	53.5275	6.9925	0.1206	0.1114	0.1330	0.1829
EI	51.4541	7.4574	0.0948	0.0950	0.0943	0.1610
VE	55.9679	3.8382	0.0281	0.0215	0.0893	0.1604
SQT	0.0580	0.9354	1.0000	1.0000	1.0000	1.0000
91G	Behavioral Science Specialist					
GS	56.2532	4.9051	0.2892	0.2097	0.4990	0.6702
AR	56.0649	5.5433	0.2542	0.2224	0.4696	0.6619
NO	55.7987	5.4334	0.0902	0.0843	0.1668	0.5084
CS	55.7727	6.4276	-0.0187	-0.0193	-0.0056	0.2927
AS	52.1429	8.4338	0.2270	0.2416	0.3421	0.5481
MK	56.0714	5.4714	0.2302	0.1805	0.4490	0.6134
MC	55.9870	6.5649	0.2698	0.2339	0.5379	0.6747
EI	52.5455	7.3004	0.2741	0.2688	0.4440	0.6295
VE	57.4805	3.1106	0.0922	0.0573	0.3330	0.5393
SQT	-0.0833	0.9784	1.0000	1.0000	1.0000	1.0000
91K	Medical Laboratory Specialist					
GS	56.5985	6.1103	0.1153	0.1041	0.1810	0.3677
AR	55.3647	6.4720	0.1692	0.1728	0.2385	0.4174
NO	56.7059	5.6286	0.0881	0.0853	0.1179	0.3449
CS	56.4309	6.7631	0.1088	0.1180	0.1445	0.3385
AS	49.6882	8.7480	0.0904	0.0998	0.0755	0.2334
MK	58.1382	6.2775	0.2446	0.2201	0.3290	0.4684
MC	54.3500	8.2083	0.1124	0.1218	0.1616	0.3093
EI	53.0853	8.0696	0.1495	0.1621	0.1714	0.3368
VE	55.8676	4.6453	0.1086	0.1007	0.1853	0.3964
SQT	0.0211	0.9931	1.0000	1.0000	1.0000	1.0000
91M	Hospital Food Service Specialist					
GS	49.1017	7.4747	0.2130	0.2353	0.2897	0.5682
AR	48.1695	7.1700	0.2611	0.2954	0.3591	0.6186
NO	56.0636	5.6176	0.0106	0.0103	0.1447	0.5282
CS	54.5127	6.2999	0.1946	0.1966	0.3286	0.6073

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
AS	49.8686	7.2067	0.0346	0.0315	0.1155	0.3417
MK	47.7881	7.1778	0.2635	0.2711	0.3611	0.6128
MC	51.1102	6.6375	0.0601	0.0527	0.1899	0.4216
EI	47.4195	7.5635	0.1860	0.1890	0.2665	0.5037
VE	53.0593	4.5435	0.2940	0.2667	0.3851	0.6807
SQT	-0.0206	1.1420	1.0000	1.0000	1.0000	1.0000
91P	X-Ray Specialist					
GS	56.2156	5.6447	0.2525	0.2106	0.3811	0.6440
AR	55.9219	6.3050	0.4086	0.4066	0.5256	0.7276
NO	56.8500	5.6120	0.2134	0.2060	0.2532	0.5963
CS	56.4094	7.0349	0.1789	0.2018	0.2283	0.5144
AS	52.4813	8.3399	0.1488	0.1566	0.2123	0.4488
MK	56.4531	6.4931	0.3520	0.3277	0.4815	0.6869
MC	56.5688	6.6753	0.1971	0.1737	0.3257	0.5451
EI	54.3625	7.5084	0.2047	0.2065	0.2920	0.5542
VE	56.2031	3.7323	0.1810	0.1349	0.3141	0.6227
SQT	-0.0680	1.0597	1.0000	1.0000	1.0000	1.0000
91Q	Pharmacy Specialist					
GS	55.8949	5.9184	0.3366	0.2944	0.4032	0.6399
AR	56.8790	5.7945	0.3980	0.3640	0.4597	0.6780
NO	57.0032	5.4641	0.1265	0.1190	0.1363	0.5220
CS	56.1720	7.4505	0.2245	0.2682	0.1864	0.4848
AS	50.0892	8.7074	0.3101	0.3407	0.3065	0.5040
MK	59.1306	5.6279	0.2622	0.2115	0.4049	0.6280
MC	55.0382	8.3033	0.3492	0.3828	0.4176	0.5960
EI	53.5223	8.3380	0.3312	0.3711	0.3756	0.5941
VE	55.9299	4.5502	0.2799	0.2543	0.3650	0.6262
SQT	-0.0285	1.0417	1.0000	1.0000	1.0000	1.0000
91R	Veterinary Food Inspection Specialist					
GS	56.2374	5.6474	0.2642	0.2205	0.4055	0.6130
AR	56.0428	6.3192	0.4766	0.4753	0.5828	0.7293
NO	54.4630	6.5012	0.0197	0.0221	0.0185	0.4166
CS	55.0584	7.6091	0.0927	0.1131	0.1117	0.4093
AS	53.1051	8.0817	0.2491	0.2540	0.3093	0.4795

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MK	54.9533	7.0897	0.3159	0.3210	0.4740	0.6599
MC	56.2101	7.4058	0.2656	0.2597	0.4189	0.5769
EI	54.0934	7.5482	0.2904	0.2945	0.3822	0.5793
VE	56.4981	4.0842	0.2163	0.1764	0.3912	0.6083
SQT	0.0746	0.9729	1.0000	1.0000	1.0000	1.0000
91S	Preventive Medicine Specialist					
GS	56.0085	6.0212	0.3264	0.2905	0.4160	0.6083
AR	54.9492	6.8527	0.3750	0.4055	0.4129	0.6193
NO	56.3729	5.3543	0.0657	0.0606	0.0177	0.4094
CS	56.5127	6.3978	-0.0200	-0.0205	0.0530	0.3542
AS	50.4237	9.0001	0.3658	0.4154	0.3604	0.5236
MK	57.0297	6.6681	0.3158	0.3018	0.3782	0.5789
MC	54.2373	8.0267	0.3970	0.4208	0.4389	0.5891
EI	52.6271	8.8753	0.3976	0.4742	0.4458	0.6133
VE	55.9025	4.8364	0.2642	0.2552	0.3829	0.5839
SQT	0.0332	1.0096	1.0000	1.0000	1.0000	1.0000
91T	Animal Care Specialist					
GS	56.5823	5.3014	0.2448	0.1918	0.4009	0.5856
AR	54.5380	6.4291	0.3085	0.3130	0.4083	0.6086
NO	56.2595	6.3599	0.0356	0.0389	-0.0261	0.3730
CS	55.3291	7.8849	0.0383	0.0484	0.0667	0.3745
AS	50.8734	8.3267	0.1317	0.1384	0.1817	0.3631
MK	54.4241	7.4298	0.2508	0.2671	0.3404	0.5605
MC	54.2911	6.5388	0.1252	0.1081	0.2273	0.4152
EI	52.3418	7.4882	0.2469	0.2484	0.3639	0.5366
VE	55.9810	4.5936	0.2408	0.2209	0.4117	0.6142
SQT	0.0718	1.0594	1.0000	1.0000	1.0000	1.0000
91Z	Combined (91H, 91J, 91U, 91Y)					
GS	54.6949	5.8422	0.1983	0.1712	0.3217	0.5264
AR	53.3322	7.2185	0.2651	0.3020	0.3576	0.5688
NO	55.2780	6.5266	0.0512	0.0575	-0.0154	0.3712
CS	54.4983	7.7442	0.1251	0.1553	0.1118	0.4047
AS	50.8373	8.5381	0.1223	0.1318	0.2030	0.3753
MK	53.6780	7.1301	0.2145	0.2192	0.3313	0.5435

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
MC	53.5390	7.4467	0.2120	0.2084	0.3434	0.4897
EI	51.4441	7.4821	0.1922	0.1933	0.3168	0.5002
VE	55.0610	4.1045	0.2681	0.2197	0.4009	0.6071
SQT	-0.0277	0.9902	1.0000	1.0000	1.0000	1.0000
92A	Automated Logistical Specialist					
GS	50.7056	7.6072	0.2257	0.2530	0.3082	0.5459
AR	53.7955	5.9601	0.3528	0.3308	0.4602	0.6473
NO	55.0860	6.3235	0.0818	0.0887	0.1081	0.4560
CS	53.0903	6.9945	0.1579	0.1766	0.1606	0.4344
AS	50.1667	8.9994	0.2102	0.2379	0.2178	0.4098
MK	53.1793	6.6718	0.3035	0.2893	0.4198	0.6141
MC	51.8927	8.6257	0.2973	0.3375	0.3525	0.5231
EI	49.9275	8.3995	0.2227	0.2505	0.2710	0.4962
VE	52.3873	5.3702	0.2191	0.2343	0.3194	0.5724
SQT	-0.0102	1.0018	1.0000	1.0000	1.0000	1.0000
92G	Food Service Specialist					
GS	47.7204	7.5724	0.3896	0.4320	0.4446	0.6644
AR	47.8993	7.4536	0.4156	0.4843	0.4422	0.6724
NO	54.7112	6.2218	-0.0563	-0.0597	0.0453	0.4864
CS	52.7269	7.0680	0.0439	0.0493	0.0860	0.4246
AS	49.0000	7.9420	0.3755	0.3728	0.4214	0.5810
MK	46.6769	7.1154	0.3461	0.3497	0.3619	0.6069
MC	48.6670	8.0158	0.4088	0.4287	0.4670	0.6305
EI	47.2531	8.1022	0.3772	0.4068	0.4349	0.6360
VE	50.2701	5.4582	0.3817	0.4122	0.4370	0.6661
SQT	-0.0230	0.9889	1.0000	1.0000	1.0000	1.0000
92M	Mortuary Affairs Specialist					
GS	51.3087	6.3234	0.3322	0.3057	0.4425	0.6709
AR	47.7651	7.1039	0.3851	0.4252	0.4861	0.7025
NO	53.2483	6.8130	0.1070	0.1235	0.1668	0.5536
CS	50.9128	7.5899	0.2218	0.2659	0.2193	0.5234
AS	51.3826	7.3001	0.1232	0.1118	0.1960	0.4335
MK	47.3557	6.8409	0.3184	0.3075	0.4189	0.6469
MC	48.5369	8.8817	0.3195	0.3691	0.3783	0.5692

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
EI	49.5973	6.2167	0.2200	0.1810	0.3049	0.5551
VE	51.6577	4.7757	0.2391	0.2246	0.3932	0.6586
SQT	-0.0803	1.0349	1.0000	1.0000	1.0000	1.0000
92R	Parachute Rigger					
GS	52.6573	6.8801	0.1908	0.1911	0.2728	0.4889
AR	51.6875	6.9440	0.2686	0.2899	0.3219	0.5199
NO	52.6789	6.1706	0.1313	0.1372	0.1389	0.4215
CS	52.6983	6.4907	0.1438	0.1474	0.1782	0.4004
AS	55.3793	7.0449	0.1583	0.1386	0.2816	0.4474
MK	50.3901	7.3653	0.2776	0.2886	0.3417	0.5143
MC	55.7155	7.5678	0.2663	0.2621	0.3653	0.5196
EI	53.5172	7.1970	0.1947	0.1854	0.2937	0.4827
VE	52.8491	5.3061	0.1510	0.1576	0.2142	0.4465
SQT	0.0103	1.0162	1.0000	1.0000	1.0000	1.0000
92Y	Unit Supply Specialist					
GS	49.6570	7.4316	0.1707	0.1783	0.2537	0.4973
AR	52.4581	5.7960	0.2436	0.2119	0.3600	0.5738
NO	54.3543	6.4848	0.0729	0.0774	0.1110	0.4439
CS	53.0591	7.1544	0.0933	0.1019	0.1346	0.4062
AS	49.1211	8.6375	0.1484	0.1539	0.1601	0.3503
MK	52.3109	6.3022	0.2096	0.1800	0.3401	0.5535
MC	50.4976	8.3674	0.1543	0.1622	0.2276	0.4204
EI	48.8862	8.2529	0.1554	0.1639	0.2191	0.4442
VE	51.7499	5.5365	0.1865	0.1961	0.2951	0.5570
SQT	-0.0019	1.0073	1.0000	1.0000	1.0000	1.0000
93C	Air Traffic Control (ATC) Operator					
GS	57.4618	5.5554	0.2122	0.1742	0.3520	0.6036
AR	58.4757	5.7967	0.1676	0.1533	0.2395	0.5540
NO	55.1979	5.7521	0.1633	0.1616	0.1483	0.5380
CS	54.0000	6.7095	0.1963	0.2113	0.2181	0.5298
AS	57.6944	7.3667	0.1523	0.1416	0.2137	0.4181
MK	57.5903	6.2913	0.2105	0.1898	0.3389	0.5908
MC	59.3611	6.1933	0.0895	0.0732	0.2189	0.4449
EI	56.3438	6.9279	0.1594	0.1484	0.2858	0.5205

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
VE	56.1319	3.8972	0.2593	0.2018	0.3922	0.6728
SQT	-0.0334	0.9930	1.0000	1.0000	1.0000	1.0000
93F	Field Artillery Meteorological Crewmember					
GS	53.4238	6.1811	0.2452	0.2206	0.4698	0.6530
AR	52.6556	5.9610	0.3672	0.3402	0.5524	0.7080
NO	52.5762	6.5263	0.1361	0.1505	0.1688	0.4922
CS	51.8477	7.4964	0.0487	0.0576	0.0907	0.3639
AS	51.2583	8.3030	0.1745	0.1800	0.3081	0.5024
MK	53.1325	6.6969	0.4159	0.3931	0.5867	0.7097
MC	52.3709	7.4830	0.2388	0.2324	0.4330	0.5957
EI	52.9272	6.9629	0.0857	0.0790	0.3520	0.5647
VE	52.5166	5.9887	0.1507	0.1775	0.3032	0.5290
SQT	-0.0092	0.9948	1.0000	1.0000	1.0000	1.0000
93P	Flight Operations Coordinator					
GS	52.9018	6.0601	0.3016	0.2701	0.4875	0.7178
AR	51.6383	7.2753	0.4972	0.5709	0.5845	0.7884
NO	54.3813	6.4039	0.1716	0.1891	0.1470	0.6031
CS	54.0933	7.0935	0.2106	0.2395	0.2224	0.5704
AS	49.9755	8.5824	0.2379	0.2576	0.2629	0.4894
MK	51.4157	7.1206	0.4535	0.4629	0.5757	0.7665
MC	53.1620	7.4902	0.3640	0.3600	0.4808	0.6371
EI	50.2668	8.1276	0.3350	0.3659	0.4438	0.6559
VE	54.6137	4.2118	0.3453	0.2904	0.5598	0.7987
SQT	0.0023	1.0134	1.0000	1.0000	1.0000	1.0000
95B	Military Police					
GS	54.4585	5.7974	0.2162	0.1858	0.3940	0.6157
AR	52.8793	6.5455	0.2771	0.2871	0.3946	0.6318
NO	53.9192	6.4449	0.0486	0.0541	0.0401	0.4622
CS	53.1954	6.5453	0.0755	0.0795	0.0941	0.4220
AS	54.2827	7.8287	0.2347	0.2326	0.3334	0.5056
MK	52.5923	6.8569	0.2538	0.2502	0.3759	0.6035
MC	55.9761	6.7635	0.2716	0.2434	0.4266	0.5849
EI	53.1125	7.7016	0.2415	0.2507	0.3669	0.5755
VE	54.6300	4.2043	0.2640	0.2223	0.4299	0.6576

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	0.0117	0.9953	1.0000	1.0000	1.0000	1.0000
95C	Corrections Specialist					
GS	48.9317	6.4422	0.1365	0.1300	0.2335	0.4958
AR	49.4596	7.5216	0.3238	0.3844	0.3303	0.5597
NO	49.7205	7.6430	0.3249	0.4272	0.2548	0.5257
CS	47.7453	8.3279	0.2083	0.2781	0.1316	0.3751
AS	51.4286	9.1936	0.1629	0.1890	0.1679	0.3863
MK	47.7764	6.5335	0.2907	0.2723	0.3433	0.5449
MC	51.1242	6.5629	0.1498	0.1298	0.2360	0.4478
EI	49.4348	7.2291	0.2073	0.2014	0.2776	0.4945
VE	49.3540	5.6683	0.1057	0.1196	0.1840	0.4800
SQT	0.0368	1.1188	1.0000	1.0000	1.0000	1.0000
96B	Intelligence Analyst					
GS	58.3564	5.0639	0.1947	0.1457	0.4664	0.7122
AR	57.1729	5.5276	0.3649	0.3183	0.5392	0.7639
NO	56.1702	5.5979	0.1985	0.1912	0.1580	0.6139
CS	55.4574	7.2813	0.3492	0.4077	0.2973	0.6222
AS	54.8723	8.0110	0.2118	0.2141	0.3404	0.5373
MK	57.8218	6.1603	0.3556	0.3140	0.5279	0.7396
MC	58.2872	6.5704	0.3347	0.2904	0.5479	0.6801
EI	55.8191	7.0661	0.2350	0.2231	0.4190	0.6467
VE	58.1197	3.1042	0.2946	0.1826	0.5488	0.7953
SQT	0.0180	1.0300	1.0000	1.0000	1.0000	1.0000
96D	Imagery Analyst					
GS	54.9389	6.8096	0.3934	0.3960	0.4674	0.7159
AR	54.2833	6.2233	0.4510	0.4429	0.5200	0.7544
NO	56.3833	5.6837	0.1172	0.1147	0.1864	0.6245
CS	55.1722	7.1947	0.1190	0.1373	0.2055	0.5507
AS	50.4111	9.2596	0.4567	0.5337	0.4279	0.6002
MK	55.7833	7.0555	0.4171	0.4218	0.5272	0.7353
MC	55.6611	8.1365	0.4537	0.4875	0.5644	0.7026
EI	52.9833	8.4928	0.3940	0.4496	0.3903	0.6401
VE	56.1667	3.9529	0.3772	0.2977	0.4980	0.7596
SQT	0.0280	1.0172	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

Test	Mean	SD	Correlation 1	2	3	4
96R	Ground Surveillance Systems Operator					
GS	53.2802	7.1899	0.3105	0.3300	0.3755	0.6451
AR	53.1621	6.8561	0.3353	0.3628	0.4053	0.6652
NO	53.0797	6.1139	0.0044	0.0046	0.0657	0.5249
CS	52.1511	5.7450	0.1374	0.1266	0.1933	0.5245
AS	55.7582	7.2835	0.3587	0.3297	0.4778	0.6124
MK	50.7088	7.5928	0.2479	0.2698	0.3015	0.5927
MC	54.8764	8.1168	0.3249	0.3482	0.4487	0.6266
EI	54.0989	7.3990	0.3311	0.3292	0.4203	0.6364
VE	52.9368	5.9143	0.3583	0.4232	0.4386	0.7037
SQT	-0.0515	1.0626	1.0000	1.0000	1.0000	1.0000
97B	Counterintelligence Agent					
GS	59.5381	4.5697	0.2607	0.1734	0.5412	0.7175
AR	58.7005	5.4442	0.2572	0.2176	0.4097	0.6740
NO	56.4975	5.6862	0.0204	0.0196	-0.0356	0.4814
CS	56.2589	6.9890	0.0564	0.0622	0.0479	0.4474
AS	55.6802	7.7291	0.1414	0.1358	0.3341	0.5103
MK	59.1624	5.8731	0.2585	0.2143	0.4218	0.6614
MC	59.0254	7.0403	0.1962	0.1796	0.4311	0.5874
EI	56.5025	7.1125	0.2400	0.2259	0.4439	0.6346
VE	58.4721	2.9650	0.3424	0.1996	0.6119	0.7918
SQT	0.0318	0.9587	1.0000	1.0000	1.0000	1.0000
97E	Interrogator					
GS	61.0175	4.5665	0.2367	0.1597	0.4359	0.4821
AR	61.3099	3.6433	0.1442	0.0829	0.2957	0.3875
NO	57.9532	5.1184	-0.1225	-0.1079	-0.1288	0.1196
CS	58.5088	7.1409	0.0095	0.0108	0.0484	0.2259
AS	52.9825	7.6138	0.2034	0.1955	0.3413	0.4069
MK	62.7251	4.4405	0.1750	0.1114	0.3467	0.4196
MC	60.7719	6.6475	0.1313	0.1153	0.3195	0.3933
EI	57.2865	7.7494	0.1248	0.1299	0.2908	0.3824
VE	59.8421	2.5813	0.1403	0.0723	0.2881	0.3322
SQT	-0.0509	0.9641	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
98C	Signals Intelligence Analyst					
GS	60.2752	4.7266	0.1983	0.1385	0.4428	0.6911
AR	61.0388	3.6669	0.2841	0.1644	0.5716	0.7726
NO	57.9419	4.7277	0.0744	0.0605	0.1459	0.5821
CS	57.1550	5.7779	0.1032	0.0956	0.1916	0.5301
AS	55.6202	7.9298	0.2289	0.2291	0.3544	0.5437
MK	62.4922	4.4593	0.2598	0.1661	0.5429	0.7421
MC	61.1318	5.7677	0.2129	0.1622	0.4869	0.6488
EI	57.5388	7.7871	0.2244	0.2348	0.3947	0.6307
VE	59.1628	2.8715	0.2206	0.1265	0.4790	0.7402
SQT	-0.0065	1.0467	1.0000	1.0000	1.0000	1.0000
98G	EW Signal Intelligence Voice Interrogator					
GS	60.6171	4.7055	0.1338	0.0930	0.2494	0.4314
AR	60.7920	4.1962	0.1520	0.1007	0.2663	0.4461
NO	57.9283	5.0490	0.0293	0.0255	0.0586	0.3326
CS	58.0175	6.5594	0.0788	0.0828	0.1188	0.3350
AS	55.5804	7.7572	0.1178	0.1153	0.1736	0.3257
MK	62.0664	4.8243	0.1302	0.0900	0.2309	0.4124
MC	60.7797	6.7360	0.1401	0.1246	0.2493	0.3954
EI	57.8601	7.2835	0.1051	0.1028	0.1964	0.3756
VE	59.4108	2.7084	0.1103	0.0596	0.2303	0.4248
SQT	0.0171	0.9489	1.0000	1.0000	1.0000	1.0000
98H	Morse Interceptor					
GS	56.5820	6.1278	0.1930	0.1748	0.2913	0.5248
AR	58.1056	6.2432	0.2649	0.2610	0.3441	0.5665
NO	56.2427	5.5714	0.0987	0.0946	0.1164	0.4506
CS	55.1933	6.7859	0.0911	0.0991	0.1200	0.3917
AS	54.1371	8.0858	0.1860	0.1898	0.2411	0.4222
MK	56.9573	6.9623	0.2636	0.2630	0.3510	0.5558
MC	57.0966	7.4106	0.1929	0.1887	0.2970	0.4789
EI	55.1888	7.6155	0.2072	0.2120	0.2826	0.4934
VE	56.0202	4.3915	0.1922	0.1685	0.2913	0.5434
SQT	0.0017	1.0180	1.0000	1.0000	1.0000	1.0000
98Z	Combined (98D, 98J, 98K)					

Correlations, Means and SDs for ASVAB Tests in Sample A

			Correlation			
Test	Mean	SD	1	2	3	4
GS	56.1831	5.5770	0.2498	0.2059	0.4019	0.6687
AR	56.9155	6.2896	0.3540	0.3514	0.4947	0.7314
NO	55.6197	6.7342	0.1831	0.2122	0.1103	0.5750
CS	55.6244	7.1236	0.3075	0.3513	0.2800	0.6059
AS	53.1737	7.8249	0.3077	0.3038	0.3824	0.5474
MK	57.7465	7.0062	0.3944	0.3961	0.4947	0.7179
MC	57.1831	6.3639	0.2841	0.2388	0.4975	0.6449
EI	54.3709	8.1512	0.2835	0.3105	0.4100	0.6323
VE	56.4178	3.6664	0.3503	0.2564	0.5271	0.7810
SQT	0.0570	0.9855	1.0000	1.0000	1.0000	1.0000

Appendix A2

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
11B	Infantryman					
GS	52.3856	7.8963	0.2388	0.2688	0.2561	0.4125
AR	51.7251	7.0482	0.2455	0.2635	0.2664	0.4277
NO	53.3626	6.4391	0.0487	0.0523	0.0396	0.2946
CS	52.6774	6.3737	0.0255	0.0253	0.0449	0.2480
AS	54.4216	7.5795	0.1853	0.1714	0.2290	0.3622
MK	50.5680	7.9428	0.2761	0.3047	0.2861	0.4273
MC	55.0274	7.7699	0.2585	0.2567	0.2893	0.4140
EI	52.0938	8.1082	0.2299	0.2420	0.2551	0.4025
VE	52.5688	5.8346	0.2264	0.2546	0.2215	0.3854
SQT	0.0047	1.0088	1.0000	1.0000	1.0000	1.0000
11C	Indirect Fire Infantryman					
GS	53.1776	7.4107	0.3276	0.3422	0.3674	0.5860
AR	52.7638	7.0556	0.3586	0.3808	0.3989	0.6091
NO	53.7825	6.4623	0.0921	0.0981	0.0583	0.4349
CS	53.2445	6.4460	0.0779	0.0772	0.1109	0.4004
AS	55.2228	7.4145	0.2960	0.2648	0.3661	0.5236
MK	51.5132	7.9966	0.3380	0.3713	0.3460	0.5626
MC	55.7929	7.2762	0.3262	0.2999	0.3890	0.5590
EI	53.1003	7.9002	0.3085	0.3127	0.3621	0.5614
VE	53.5966	5.4449	0.3195	0.3314	0.3335	0.5658
SQT	0.0408	0.9781	1.0000	1.0000	1.0000	1.0000
11H	Heavy Anti-Armor Weapons Infantryman					
GS	53.1941	7.9878	0.3427	0.4099	0.3582	0.5458
AR	53.2601	7.0514	0.3318	0.3741	0.3630	0.5608
NO	53.7325	6.4480	0.0605	0.0683	0.0149	0.3703
CS	53.1993	6.4377	0.0544	0.0572	0.0521	0.3296
AS	55.3452	7.6229	0.2642	0.2581	0.3133	0.4654
MK	51.5858	8.1727	0.3511	0.4187	0.3595	0.5450
MC	55.9227	7.7330	0.3268	0.3391	0.3590	0.5110
EI	53.3322	8.2246	0.3219	0.3608	0.3481	0.5245
VE	53.5297	5.8705	0.3425	0.4069	0.3366	0.5346
SQT	0.0100	0.9826	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
11M	Fighting Vehicle Infantryman					
GS	52.6838	7.5540	0.2674	0.2898	0.2988	0.4516
AR	52.2973	6.9506	0.2542	0.2705	0.2857	0.4508
NO	53.1470	6.5393	0.0430	0.0472	0.0324	0.3042
CS	52.7595	6.4374	0.0130	0.0131	0.0295	0.2443
AS	54.4948	7.5446	0.2005	0.1857	0.2520	0.3916
MK	50.7665	7.8225	0.2668	0.2917	0.2835	0.4332
MC	55.0539	7.5870	0.2689	0.2623	0.3154	0.4439
EI	52.5246	8.1083	0.2571	0.2721	0.2930	0.4400
VE	52.8365	5.9376	0.2338	0.2691	0.2408	0.4015
SQT	-0.0343	1.0191	1.0000	1.0000	1.0000	1.0000
12B	Combat Engineer					
GS	51.8432	7.8779	0.3512	0.3968	0.3611	0.5512
AR	51.6739	6.8958	0.3199	0.3378	0.3535	0.5527
NO	53.1389	6.5400	0.0507	0.0556	0.0625	0.3973
CS	52.4933	6.2504	0.0349	0.0341	0.0753	0.3397
AS	54.4907	7.9649	0.2760	0.2699	0.3178	0.4791
MK	50.1528	8.0526	0.3447	0.3881	0.3428	0.5276
MC	54.6149	7.8019	0.3515	0.3525	0.3878	0.5390
EI	52.0617	8.0868	0.3126	0.3300	0.3354	0.5198
VE	52.2848	5.7860	0.3085	0.3460	0.2990	0.5034
SQT	0.0008	0.9760	1.0000	1.0000	1.0000	1.0000
12C	Bridge Crewmember					
GS	51.1559	7.8243	0.3129	0.3575	0.3501	0.4847
AR	51.2506	6.9183	0.3152	0.3401	0.3643	0.4976
NO	53.5445	6.5510	-0.0180	-0.0201	-0.0205	0.2665
CS	52.8797	6.7120	-0.0176	-0.0188	0.0183	0.2337
AS	55.5078	7.4318	0.2772	0.2575	0.3592	0.4744
MK	49.7706	7.9233	0.3252	0.3668	0.3425	0.4719
MC	54.2350	7.8935	0.3531	0.3648	0.4142	0.5218
EI	51.8808	8.2233	0.2787	0.3046	0.3143	0.4601
VE	51.6492	6.0662	0.2559	0.3064	0.2674	0.3997
SQT	0.0178	1.0210	1.0000	1.0000	1.0000	1.0000
12F	Engineering Tracked Vehicle Crewman					

Correlations, Means and SDs for ASVAB Tests in Sample B

Test	Mean	SD	Correlation 1	2	3	4
GS	50.6498	7.5318	0.2589	0.2797	0.2899	0.4993
AR	50.3430	6.5154	0.2305	0.2300	0.3078	0.5075
NO	53.1986	6.2078	0.0176	0.0183	0.0200	0.3584
CS	52.4368	6.2711	0.0664	0.0652	0.0859	0.3396
AS	54.3466	7.8861	0.3366	0.3259	0.4017	0.5259
MK	48.3646	7.4552	0.1988	0.2072	0.2270	0.4444
MC	52.4513	8.0529	0.2669	0.2763	0.3485	0.5088
EI	50.7942	7.8466	0.2545	0.2607	0.3174	0.5009
VE	51.0614	6.0487	0.2593	0.3041	0.2656	0.4766
SQT	-0.0599	0.9774	1.0000	1.0000	1.0000	1.0000
13B	Cannon Crewmember					
GS	48.8571	8.3045	0.3656	0.4407	0.3472	0.5269
AR	50.2510	7.3132	0.3133	0.3551	0.2861	0.5011
NO	54.1893	6.2070	0.0063	0.0066	0.0181	0.3617
CS	52.1954	6.3192	0.0410	0.0411	0.0241	0.2963
AS	50.2870	9.5654	0.3616	0.4297	0.3079	0.4601
MK	49.0495	7.3233	0.3092	0.3204	0.2977	0.4886
MC	50.8606	8.9990	0.3795	0.4444	0.3591	0.5044
EI	49.1880	8.8451	0.3688	0.4309	0.3407	0.5103
VE	50.5475	6.3380	0.3687	0.4585	0.3245	0.5129
SQT	0.0037	0.9923	1.0000	1.0000	1.0000	1.0000
13C	Tacfire Operations Specialist					
GS	54.6254	6.3793	0.3059	0.2807	0.4242	0.6443
AR	52.8671	7.5919	0.3080	0.3592	0.3555	0.6111
NO	52.7523	7.0633	0.2341	0.2780	0.0951	0.4939
CS	51.2356	7.3809	0.2748	0.3182	0.1193	0.4322
AS	52.9547	7.9155	0.3999	0.3898	0.4542	0.6062
MK	53.3384	7.1100	0.3640	0.3629	0.4071	0.6165
MC	54.7492	7.5270	0.3792	0.3681	0.4548	0.6208
EI	52.3021	8.3944	0.3738	0.4109	0.4517	0.6384
VE	53.5921	4.4660	0.2763	0.2400	0.3695	0.6112
SQT	-0.0869	1.0428	1.0000	1.0000	1.0000	1.0000
13E	Cannon Fire Direction Specialist					
GS	53.1165	7.5198	0.3599	0.3894	0.3791	0.6189

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AR	54.1437	6.4054	0.4552	0.4478	0.5230	0.7126
NO	55.2048	5.7397	0.0469	0.0452	0.1428	0.5157
CS	54.3122	6.3869	0.0725	0.0727	0.1718	0.4696
AS	53.0396	8.7284	0.2803	0.3012	0.2467	0.4547
MK	54.4038	7.3965	0.4354	0.4515	0.4943	0.6838
MC	56.0860	7.6880	0.3269	0.3241	0.3859	0.5674
EI	52.7805	8.0936	0.3464	0.3671	0.3314	0.5613
VE	53.4027	5.7333	0.3541	0.3948	0.3588	0.6249
SQT	0.0114	1.0065	1.0000	1.0000	1.0000	1.0000
13F	Fire Support Specialist					
GS	53.2001	7.6793	0.3719	0.4072	0.3982	0.6134
AR	54.4336	5.9516	0.3533	0.3201	0.4277	0.6453
NO	54.8957	6.1018	0.0311	0.0317	0.0855	0.4713
CS	54.5934	6.2295	-0.0776	-0.0751	0.0521	0.3685
AS	54.6226	8.4090	0.2991	0.3070	0.3202	0.5010
MK	53.5521	6.9044	0.3606	0.3460	0.4269	0.6263
MC	57.1143	6.7305	0.2960	0.2547	0.3851	0.5593
EI	53.2435	8.3840	0.3617	0.3936	0.3882	0.5869
VE	53.1837	5.9386	0.3717	0.4254	0.3734	0.6089
SQT	0.0184	0.9999	1.0000	1.0000	1.0000	1.0000
13M	Multiple Launch Rocket Sys (MLRS) Crewmember					
GS	53.7647	6.6384	0.2361	0.2184	0.3555	0.6083
AR	52.1933	6.9927	0.3944	0.4104	0.4433	0.6622
NO	53.6639	6.5604	0.0649	0.0694	0.1054	0.5013
CS	52.5882	6.6367	0.2057	0.2075	0.2061	0.5057
AS	57.9888	5.9327	0.1317	0.0932	0.3115	0.4897
MK	51.2577	8.5319	0.3533	0.4096	0.3806	0.6168
MC	57.6162	6.0071	0.2198	0.1650	0.3545	0.5465
EI	54.5294	6.6241	0.1777	0.1493	0.2917	0.5359
VE	54.0448	4.8161	0.2797	0.2538	0.3630	0.6338
SQT	-0.0091	1.0427	1.0000	1.0000	1.0000	1.0000
13N	Lance Crewmember					
GS	53.3506	7.3645	0.2611	0.2898	0.3422	0.5825
AR	53.0175	7.7234	0.3345	0.4157	0.3883	0.6207

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
NO	53.4494	6.2883	0.0766	0.0849	0.1230	0.4938
CS	51.2598	7.0976	0.0947	0.1105	0.0864	0.3931
AS	57.0749	6.7857	0.1856	0.1625	0.3193	0.5008
MK	51.1052	8.0980	0.3546	0.4218	0.3914	0.6031
MC	56.2303	6.7686	0.2824	0.2582	0.3941	0.5673
EI	54.2295	7.5602	0.2248	0.2331	0.3191	0.5448
VE	53.0948	5.6461	0.2778	0.3195	0.3419	0.5981
SQT	0.0277	0.9792	1.0000	1.0000	1.0000	1.0000
13R	FA Firefinder Radar Operator					
GS	52.5000	7.7087	0.2844	0.3144	0.3445	0.5848
AR	52.6765	7.2833	0.3198	0.3567	0.3633	0.5997
NO	53.9890	6.3470	0.0835	0.0889	0.1166	0.4903
CS	53.9007	6.6099	-0.0172	-0.0178	0.0355	0.3467
AS	55.5956	6.9854	0.2365	0.2028	0.3546	0.5283
MK	50.5772	8.1164	0.2628	0.2982	0.2663	0.5207
MC	54.5919	8.1860	0.2661	0.2800	0.3574	0.5490
EI	52.4926	8.1811	0.2429	0.2594	0.3322	0.5549
VE	52.7316	5.6794	0.2435	0.2681	0.3181	0.5747
SQT	0.0106	1.0668	1.0000	1.0000	1.0000	1.0000
14D	Hawk Missile Crewmember					
GS	53.2261	6.9881	0.2693	0.2836	0.3642	0.5745
AR	51.5892	7.5199	0.3572	0.4322	0.4187	0.6054
NO	54.5860	6.7071	-0.1137	-0.1344	-0.0243	0.3720
CS	53.0669	6.9138	0.0916	0.1041	0.1494	0.4302
AS	54.9522	7.2949	0.3140	0.2954	0.4250	0.5508
MK	51.3057	7.9789	0.2468	0.2893	0.2936	0.5229
MC	55.7643	6.8130	0.3125	0.2875	0.4264	0.5784
EI	52.5637	8.5036	0.2531	0.2952	0.3342	0.5355
VE	53.8439	4.8621	0.2478	0.2454	0.3497	0.5597
SQT	-0.0926	1.1650	1.0000	1.0000	1.0000	1.0000
15E	Pershing Missile Crewmember					
GS	53.9709	6.8320	0.0274	0.0276	0.1206	0.3626
AR	53.9223	7.6424	0.1160	0.1395	0.2123	0.4395
NO	54.4175	6.3917	0.0686	0.0756	0.1100	0.3858

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
CS	53.4951	6.3135	0.1319	0.1339	0.1668	0.3863
AS	55.6117	7.7158	0.1148	0.1118	0.2856	0.4305
MK	52.8641	8.5360	0.2846	0.3490	0.3766	0.5255
MC	55.8932	6.5737	0.3045	0.2645	0.4204	0.5368
EI	54.3786	7.2153	0.1463	0.1416	0.2904	0.4598
VE	54.2524	4.9084	0.1004	0.0982	0.2223	0.4604
SQT	-0.0874	1.0381	1.0000	1.0000	1.0000	1.0000
16E	Hawk Fire Control Crewmember					
GS	53.7121	7.5355	0.2600	0.2888	0.3525	0.5591
AR	53.5882	7.5934	0.2971	0.3550	0.3531	0.5641
NO	54.3746	6.3142	-0.0412	-0.0448	0.0567	0.4134
CS	52.1207	7.0689	0.0170	0.0194	0.0786	0.3544
AS	56.2384	6.8449	0.2484	0.2145	0.3868	0.5404
MK	52.3282	7.9218	0.2750	0.3130	0.3112	0.5168
MC	56.0000	6.8097	0.3300	0.2969	0.4627	0.6047
EI	54.6347	8.2404	0.2693	0.2977	0.3635	0.5528
VE	53.5387	5.2710	0.2025	0.2127	0.3133	0.5252
SQT	0.0642	1.0467	1.0000	1.0000	1.0000	1.0000
16J	Defense Acquisition Radar Operator					
GS	53.2564	7.7299	0.2795	0.3185	0.3251	0.4512
AR	52.4231	8.0349	0.3328	0.4208	0.3412	0.4673
NO	52.1026	6.3073	-0.0730	-0.0793	-0.0225	0.2529
CS	50.8462	7.9822	0.0428	0.0549	0.0111	0.2230
AS	56.7692	6.2853	-0.0478	-0.0379	0.1669	0.3098
MK	49.9487	8.1606	0.2145	0.2514	0.2041	0.3661
MC	56.1923	6.1561	0.2254	0.1833	0.3410	0.4473
EI	53.6410	7.6328	0.0812	0.0831	0.1602	0.3323
VE	52.1923	5.5714	0.2250	0.2497	0.2740	0.3998
SQT	0.0356	0.9655	1.0000	1.0000	1.0000	1.0000
16P	Chaparral Crewmember					
GS	53.6299	6.9328	0.2898	0.3028	0.4306	0.6452
AR	53.1496	7.5228	0.2933	0.3550	0.3945	0.6277
NO	54.2854	6.4171	0.0025	0.0028	0.0563	0.4705
CS	52.7480	6.4373	0.0886	0.0937	0.1453	0.4529

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AS	56.7028	6.8994	0.2214	0.1970	0.4202	0.5821
MK	51.2953	8.0672	0.2442	0.2893	0.3153	0.5584
MC	56.7264	6.5475	0.3395	0.3002	0.5086	0.6561
EI	54.1929	7.6087	0.2783	0.2904	0.4290	0.6231
VE	53.8287	4.9074	0.2438	0.2437	0.3872	0.6135
SQT	-0.0222	1.0170	1.0000	1.0000	1.0000	1.0000
16R	Vulcan Crewmember					
GS	52.5854	7.7415	0.2912	0.3398	0.3680	0.5306
AR	51.3721	7.7726	0.3430	0.4290	0.3894	0.5511
NO	52.9489	6.6954	-0.0094	-0.0111	-0.0291	0.3095
CS	50.9053	7.3386	0.0503	0.0607	-0.0026	0.2509
AS	56.5843	6.9029	0.2989	0.2662	0.4326	0.5517
MK	49.9913	8.2578	0.3239	0.3928	0.3483	0.5102
MC	55.5125	6.9992	0.3214	0.3039	0.4447	0.5704
EI	53.5528	7.5829	0.3248	0.3378	0.4209	0.5645
VE	52.5223	5.9776	0.2595	0.3160	0.3090	0.4687
SQT	-0.0269	1.0310	1.0000	1.0000	1.0000	1.0000
16S	Man Portable Air Defense System Crewmember					
GS	50.3258	8.0895	0.3521	0.4292	0.3543	0.5773
AR	49.6525	8.1780	0.3952	0.5201	0.3836	0.6139
NO	54.5704	6.0345	0.0413	0.0439	0.0960	0.4726
CS	51.2671	6.9287	0.1081	0.1231	0.0824	0.3947
AS	51.1462	8.0015	0.2483	0.2563	0.1921	0.4008
MK	48.8177	8.3458	0.3961	0.4856	0.3844	0.5966
MC	51.3150	9.2603	0.3808	0.4764	0.3529	0.5226
EI	49.9702	8.7364	0.3161	0.3788	0.2739	0.5027
VE	51.9946	5.4888	0.3781	0.4227	0.3822	0.6220
SQT	-0.0222	0.9961	1.0000	1.0000	1.0000	1.0000
19D	Cavalry Scout					
GS	52.9635	7.9584	0.3776	0.4310	0.3767	0.5801
AR	52.3960	6.8527	0.3439	0.3610	0.3668	0.5843
NO	53.2870	6.3363	0.0551	0.0585	0.0350	0.4123
CS	53.0716	6.4435	0.0744	0.0749	0.1077	0.3971
AS	54.9505	7.8035	0.3063	0.2934	0.3237	0.4869

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MK	51.0465	8.0900	0.3695	0.4179	0.3544	0.5609
MC	54.9865	7.8048	0.3568	0.3580	0.3798	0.5410
EI	52.7212	8.3541	0.3682	0.4015	0.3773	0.5603
VE	53.2527	5.9711	0.3734	0.4323	0.3548	0.5718
SQT	-0.0257	0.9946	1.0000	1.0000	1.0000	1.0000
19E	M48-M60 Armor Crewman					
GS	52.9613	7.6075	0.3846	0.4148	0.4083	0.5773
AR	52.8031	6.9460	0.3334	0.3506	0.3713	0.5649
NO	53.3350	6.5254	-0.0077	-0.0083	-0.0175	0.3543
CS	52.4284	6.4328	0.0127	0.0126	0.0303	0.3150
AS	55.2785	7.9352	0.3003	0.2892	0.3426	0.4931
MK	51.1563	7.9593	0.3171	0.3488	0.3274	0.5208
MC	55.4344	7.5923	0.3725	0.3594	0.4175	0.5560
EI	53.3031	8.1886	0.3438	0.3633	0.3696	0.5420
VE	53.1231	5.7553	0.3662	0.4039	0.3640	0.5396
SQT	-0.0012	0.9982	1.0000	1.0000	1.0000	1.0000
19K	M1 Abrams Armor Crewman					
GS	52.9188	7.7381	0.3523	0.3865	0.3627	0.5598
AR	52.8615	6.9850	0.3797	0.4014	0.4069	0.5940
NO	53.9796	6.2419	0.0353	0.0366	0.0102	0.3788
CS	53.0230	6.3132	0.0445	0.0434	0.0646	0.3421
AS	55.0955	7.9170	0.3295	0.3166	0.3817	0.5292
MK	51.2935	8.1235	0.3378	0.3792	0.3255	0.5277
MC	55.5202	7.7422	0.4093	0.4027	0.4553	0.5952
EI	53.3109	8.2781	0.3731	0.3986	0.3906	0.5668
VE	53.2349	5.8309	0.3615	0.4040	0.3346	0.5331
SQT	0.0033	1.0336	1.0000	1.0000	1.0000	1.0000
24Z	Combined (24C, 24G, 24N, 21L)					
GS	57.8815	5.3887	0.1592	0.1245	0.3108	0.5444
AR	58.6676	4.9228	0.2037	0.1554	0.3438	0.5655
NO	54.2486	6.7250	0.0595	0.0678	0.0217	0.4093
CS	52.8295	7.0058	0.0984	0.1091	0.0673	0.3618
AS	59.3757	7.0157	0.2719	0.2370	0.4003	0.5407
MK	57.8988	6.2507	0.0643	0.0568	0.2079	0.4687

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MC	59.7572	6.4654	0.2255	0.1897	0.3752	0.5474
EI	60.0665	5.8348	0.1527	0.1177	0.3266	0.5345
VE	55.6474	4.5483	0.2190	0.1955	0.3253	0.5581
SQT	0.0657	0.9017	1.0000	1.0000	1.0000	1.0000
25M	Graphics Documentation Specialist					
GS	55.3671	6.5833	0.2982	0.3059	0.4459	0.6720
AR	53.3430	7.6889	0.4068	0.5205	0.4604	0.6929
NO	53.7923	6.8917	0.2276	0.2857	0.1470	0.5461
CS	53.3333	6.9079	0.2574	0.3022	0.2517	0.5542
AS	51.3140	9.1685	0.2827	0.3458	0.2909	0.4982
MK	54.2126	7.6440	0.4346	0.5046	0.5264	0.7097
MC	55.8696	7.5194	0.3574	0.3754	0.4613	0.6221
EI	52.2754	8.3111	0.2999	0.3535	0.3990	0.6119
VE	55.4396	4.7475	0.2888	0.2889	0.4174	0.6742
SQT	-0.0382	1.0479	1.0000	1.0000	1.0000	1.0000
25S	Still Documentation Specialist					
GS	55.2346	6.9437	0.3554	0.3603	0.4756	0.6674
AR	53.1899	7.5526	0.3488	0.4108	0.3964	0.6465
NO	52.3073	6.4626	0.0907	0.1001	0.0952	0.4965
CS	52.0503	6.4818	0.1284	0.1326	0.0829	0.4145
AS	53.7709	8.0545	0.3357	0.3379	0.2998	0.5007
MK	52.8715	7.4185	0.4587	0.4844	0.5481	0.7081
MC	56.2793	7.3820	0.3502	0.3384	0.4481	0.6024
EI	54.3911	8.7598	0.4013	0.4672	0.4608	0.6380
VE	55.0503	4.5175	0.3251	0.2899	0.4371	0.6582
SQT	-0.1199	0.9626	1.0000	1.0000	1.0000	1.0000
25Z	Combined (25C, 25P)					
GS	54.8772	7.4108	0.2694	0.2942	0.2309	0.4760
AR	53.4795	7.5392	0.2907	0.3449	0.2858	0.5125
NO	54.0058	6.5955	0.1556	0.1768	0.0318	0.3851
CS	53.2807	7.7795	0.1876	0.2346	0.1256	0.3958
AS	52.6316	8.4963	0.3354	0.3595	0.3688	0.4882
MK	53.3918	7.1277	0.2864	0.2933	0.2844	0.5084
MC	54.1053	7.9647	0.2301	0.2421	0.2340	0.4243

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
EI	52.9649	8.0636	0.2385	0.2580	0.2703	0.4731
VE	55.0175	4.8452	0.2752	0.2656	0.2804	0.5321
SQT	0.0033	0.9127	1.0000	1.0000	1.0000	1.0000
27E	TOW/Dragon Repairer					
GS	52.8571	6.4324	0.2424	0.2263	0.3633	0.5965
AR	53.3002	6.3435	0.3321	0.3265	0.4206	0.6362
NO	52.8160	6.9983	0.1278	0.1517	0.0955	0.4777
CS	50.8378	6.8987	0.1641	0.1792	0.1270	0.4261
AS	53.7409	8.9577	0.2556	0.2844	0.2944	0.4839
MK	52.4262	6.9347	0.2170	0.2129	0.3178	0.5579
MC	53.7312	8.2009	0.3432	0.3662	0.4099	0.5803
EI	54.2324	7.4846	0.2234	0.2209	0.3196	0.5452
VE	51.7797	5.5453	0.2698	0.2935	0.3487	0.5961
SQT	0.0026	0.9654	1.0000	1.0000	1.0000	1.0000
27N	Forward Area Alerting Radar (FAAR) Repairer					
GS	55.9762	6.1721	0.1354	0.1213	0.2003	0.5190
AR	56.6429	6.1137	0.2343	0.2220	0.3112	0.5821
NO	53.7302	6.7904	0.2748	0.3166	0.2720	0.5821
CS	51.4246	6.6917	0.3052	0.3233	0.2992	0.5507
AS	56.2341	7.9247	0.1991	0.1960	0.2071	0.4277
MK	55.3175	6.9117	0.2156	0.2108	0.2996	0.5560
MC	56.8095	7.6040	0.2192	0.2169	0.2722	0.4969
EI	57.0873	6.2530	0.1790	0.1478	0.2521	0.5061
VE	53.9683	4.9102	0.1799	0.1733	0.2189	0.5641
SQT	-0.0972	1.0316	1.0000	1.0000	1.0000	1.0000
27Z	Combined (24K, 24M, 27H, 27M, 27N)					
GS	58.5026	5.6378	0.3313	0.2679	0.4222	0.6977
AR	59.7628	4.6242	0.3346	0.2370	0.4235	0.7097
NO	55.9847	5.7581	0.2772	0.2675	0.1937	0.6456
CS	53.7653	7.5171	0.3243	0.3813	0.2434	0.5904
AS	58.3571	7.5547	0.3154	0.2925	0.3535	0.5489
MK	60.0510	5.9351	0.2408	0.1998	0.3420	0.6460
MC	59.9286	7.0772	0.3042	0.2768	0.4378	0.6247
EI	59.5281	6.6835	0.2907	0.2536	0.4032	0.6425

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
VE	56.5230	4.6991	0.4490	0.4091	0.5175	0.7918
SQT	0.0086	0.9935	1.0000	1.0000	1.0000	1.0000
29V	Strategic Microwave Systems Repairer					
GS	56.4121	6.5034	0.3671	0.3465	0.4679	0.7160
AR	57.5779	6.4567	0.3834	0.3837	0.4670	0.7271
NO	54.7387	6.1227	0.2111	0.2192	0.1573	0.6121
CS	53.3819	7.3357	0.2072	0.2406	0.2037	0.5533
AS	57.5729	8.0694	0.3676	0.3685	0.4018	0.5837
MK	57.2965	6.7672	0.2964	0.2838	0.4131	0.6751
MC	58.1307	7.5561	0.3792	0.3727	0.4733	0.6497
EI	58.1307	7.1931	0.3729	0.3544	0.4954	0.6925
VE	54.8492	5.0550	0.4438	0.4401	0.4960	0.7600
SQT	0.0584	1.0071	1.0000	1.0000	1.0000	1.0000
29Z	Combined (29F, 29M)					
GS	54.4451	6.6246	0.2911	0.2766	0.3932	0.6186
AR	54.6188	6.4857	0.2760	0.2742	0.3818	0.6253
NO	53.8684	6.6461	0.1276	0.1422	0.0460	0.4654
CS	52.8914	6.8459	0.1501	0.1607	0.1123	0.4345
AS	55.7321	6.9582	0.1761	0.1505	0.3522	0.5219
MK	53.2961	7.9992	0.3054	0.3416	0.3571	0.5925
MC	57.1468	6.2603	0.2446	0.1969	0.4009	0.5727
EI	54.4034	7.6654	0.3160	0.3163	0.4225	0.6114
VE	55.0030	4.6464	0.2935	0.2644	0.4083	0.6447
SQT	0.0106	1.0094	1.0000	1.0000	1.0000	1.0000
31C	Single Channel Radio Operator					
GS	51.6357	6.9517	0.3165	0.3273	0.3931	0.5963
AR	51.1637	6.7001	0.3421	0.3641	0.3979	0.6147
NO	53.6765	6.4500	0.0607	0.0681	0.0395	0.4288
CS	52.0855	6.8380	0.0670	0.0743	0.0405	0.3500
AS	51.0990	8.7962	0.3363	0.3767	0.3500	0.5155
MK	50.2002	7.4817	0.3487	0.3783	0.3979	0.5954
MC	51.6743	8.8461	0.3845	0.4536	0.4253	0.5790
EI	51.5128	7.6581	0.3281	0.3403	0.4039	0.5877
VE	51.9049	5.7111	0.3496	0.4015	0.3801	0.5941

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	-0.0027	0.9893	1.0000	1.0000	1.0000	1.0000
31K	Combat Signaler					
GS	50.3182	6.7213	0.2626	0.2488	0.3150	0.5035
AR	50.9390	6.3709	0.2819	0.2703	0.2921	0.4969
NO	53.9726	6.2638	-0.0444	-0.0458	-0.0299	0.3262
CS	52.2009	7.1955	0.0441	0.0488	0.0265	0.2949
AS	49.3972	9.2069	0.4145	0.4604	0.3963	0.5186
MK	49.5231	6.6245	0.2332	0.2122	0.2531	0.4572
MC	49.8241	8.8604	0.3793	0.4246	0.3833	0.5234
EI	50.2518	7.5172	0.3240	0.3125	0.3629	0.5250
VE	51.5747	5.4903	0.3266	0.3416	0.3207	0.5052
SQT	-0.0200	0.9852	1.0000	1.0000	1.0000	1.0000
31L	Wire Systems Installer					
GS	55.9724	5.5133	0.1771	0.1417	0.4094	0.6569
AR	57.0706	4.7960	0.3513	0.2611	0.5806	0.7644
NO	55.3067	5.7221	0.1345	0.1305	0.1500	0.5464
CS	55.2270	6.8777	0.2193	0.2387	0.1855	0.4941
AS	53.9049	8.5464	0.1838	0.1952	0.3073	0.5127
MK	56.9908	5.4994	0.2939	0.2287	0.5319	0.7220
MC	56.1534	7.6505	0.2383	0.2371	0.4251	0.6102
EI	56.3926	6.9636	0.2999	0.2759	0.4872	0.6726
VE	55.9509	4.2438	0.1978	0.1647	0.3867	0.6612
SQT	0.0404	0.9814	1.0000	1.0000	1.0000	1.0000
31N	Communications Systems/Circuit Controller					
GS	51.9807	6.2428	0.1424	0.1290	0.3282	0.5935
AR	52.6834	5.7648	0.2891	0.2583	0.4290	0.6623
NO	53.6718	6.8864	0.0807	0.0943	0.1263	0.5202
CS	51.7143	7.8115	0.1501	0.1856	0.1588	0.4712
AS	50.5019	9.2008	0.1922	0.2197	0.2654	0.4635
MK	51.7915	6.6585	0.2543	0.2395	0.3753	0.6179
MC	51.6680	8.3414	0.2270	0.2464	0.3261	0.5287
EI	52.4054	7.5658	0.2026	0.2025	0.3448	0.5697
VE	52.3938	5.6038	0.2596	0.2854	0.3691	0.6497
SQT	0.0107	0.9258	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
31P	Microwave Systems Operator-Maintainer					
GS	54.0592	6.2583	0.2962	0.2691	0.3803	0.5901
AR	54.0717	6.2187	0.3082	0.2970	0.3847	0.6062
NO	53.7430	6.5811	0.0283	0.0316	0.0357	0.4261
CS	52.2103	7.2543	0.0883	0.1013	0.0740	0.3764
AS	53.1573	9.0000	0.3603	0.4029	0.3862	0.5421
MK	53.3287	6.9475	0.3179	0.3125	0.3934	0.5920
MC	54.4595	8.5446	0.3887	0.4321	0.4509	0.5993
EI	54.3131	7.5408	0.3307	0.3294	0.4262	0.6031
VE	53.3551	5.3099	0.3105	0.3235	0.3725	0.5896
SQT	0.0174	0.9578	1.0000	1.0000	1.0000	1.0000
31Q	Tactical Satellite/Microwave System Op					
GS	53.2935	6.4097	0.2656	0.2471	0.3861	0.6112
AR	52.9227	6.4146	0.2976	0.2959	0.3958	0.6261
NO	53.8176	6.5932	0.1056	0.1182	0.0685	0.4672
CS	52.4203	6.7588	0.1147	0.1227	0.0981	0.4083
AS	51.8393	8.4616	0.3097	0.3256	0.3779	0.5453
MK	52.7091	7.1337	0.2584	0.2608	0.3523	0.5798
MC	53.3895	8.0598	0.3608	0.3783	0.4394	0.6029
EI	53.2909	7.1607	0.2837	0.2684	0.4142	0.6076
VE	52.9878	5.4824	0.2935	0.3157	0.3709	0.6076
SQT	0.0091	0.9971	1.0000	1.0000	1.0000	1.0000
31R	Multichannel Transmission Systems Operator					
GS	61.4017	3.3318	0.1759	0.0851	0.5373	0.7446
AR	61.0393	2.8196	0.2316	0.1012	0.5809	0.7778
NO	56.2489	6.2164	0.0651	0.0686	0.0933	0.5601
CS	55.0873	6.3433	0.1771	0.1778	0.1873	0.5340
AS	59.6245	6.8779	0.1158	0.0989	0.3831	0.5689
MK	62.3493	4.2981	0.1461	0.0889	0.4802	0.7070
MC	62.5284	4.9758	0.1170	0.0757	0.4990	0.6623
EI	63.4454	4.5512	0.0986	0.0593	0.4877	0.6856
VE	58.6332	2.9906	0.1945	0.1141	0.5064	0.7409
SQT	0.0656	1.0666	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
31S	Satellite Communications System Operator					
GS	53.6873	6.3604	0.2457	0.2310	0.3512	0.5522
AR	53.3594	6.3941	0.2756	0.2782	0.3722	0.5769
NO	53.7954	6.5336	0.0251	0.0283	0.0056	0.3790
CS	52.4995	6.8008	0.1034	0.1134	0.0663	0.3509
AS	53.4508	8.4076	0.3094	0.3292	0.3655	0.5107
MK	53.4898	7.0808	0.2716	0.2771	0.3543	0.5513
MC	54.4132	7.8980	0.3207	0.3357	0.3984	0.5491
EI	54.6863	7.4121	0.2820	0.2813	0.4024	0.5706
VE	53.1766	5.3512	0.2823	0.3019	0.3472	0.5530
SQT	-0.0303	1.0270	1.0000	1.0000	1.0000	1.0000
31V	Unit Level Communications Maintainer					
GS	57.2872	6.0397	0.2801	0.2456	0.4732	0.6764
AR	58.0319	5.1354	0.3653	0.2908	0.5371	0.7163
NO	54.7426	6.1276	0.0708	0.0736	0.0982	0.4916
CS	53.1383	6.9880	0.1670	0.1847	0.1725	0.4671
AS	57.3447	7.6348	0.2983	0.2829	0.3750	0.5573
MK	57.3277	6.5272	0.2823	0.2607	0.4518	0.6481
MC	58.5723	7.0893	0.3712	0.3424	0.5176	0.6669
EI	59.0085	6.5077	0.2911	0.2503	0.4461	0.6394
VE	55.5213	4.7589	0.2404	0.2245	0.3733	0.6037
SQT	0.0062	0.9571	1.0000	1.0000	1.0000	1.0000
35E	Radio and Communications Security Repairer					
GS	60.3595	3.7251	0.2545	0.1376	0.6775	0.8094
AR	60.9346	3.3535	0.1541	0.0801	0.5991	0.7895
NO	56.7647	5.9997	-0.0109	-0.0111	0.0366	0.5148
CS	54.7451	6.0126	0.0969	0.0922	0.1453	0.5055
AS	58.9673	7.5056	0.0644	0.0601	0.3605	0.5591
MK	61.8301	4.2470	0.2516	0.1511	0.6735	0.8078
MC	60.4902	6.0308	0.1837	0.1441	0.5812	0.7033
EI	62.4444	4.6579	0.0445	0.0274	0.5643	0.7235
VE	57.7908	4.2141	0.2165	0.1790	0.5754	0.7509
SQT	0.1116	0.8815	1.0000	1.0000	1.0000	1.0000
35J	Telecommunications Terminal Device Repairs					

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
GS	57.6324	5.0510	0.2201	0.1613	0.4864	0.7156
AR	58.8382	4.4676	0.1627	0.1127	0.3924	0.6833
NO	55.0021	6.2285	0.1460	0.1543	0.1432	0.6003
CS	53.6050	6.8653	0.1737	0.1887	0.1843	0.5443
AS	58.5084	6.8492	0.1466	0.1247	0.3092	0.5204
MK	58.0735	5.8260	0.1344	0.1108	0.3802	0.6508
MC	58.7836	6.1662	0.1844	0.1479	0.4174	0.6037
EI	59.1282	6.1362	0.1542	0.1250	0.4211	0.6410
VE	56.1282	3.9141	0.3024	0.2322	0.5199	0.7691
SQT	0.1036	0.9211	1.0000	1.0000	1.0000	1.0000
35N	Wire Systems Equipment Repairer					
GS	53.9617	6.3545	0.2279	0.2102	0.3836	0.6324
AR	55.1180	5.6556	0.2353	0.2062	0.3564	0.6293
NO	53.9381	6.4178	0.0988	0.1076	0.0821	0.5189
CS	52.4100	6.2898	0.1863	0.1855	0.1833	0.5143
AS	54.5546	7.9454	0.2929	0.2891	0.3347	0.5118
MK	54.5811	5.6883	0.1969	0.1585	0.3452	0.6055
MC	55.5074	7.1490	0.3100	0.2883	0.3929	0.5722
EI	55.8643	6.8759	0.2109	0.1915	0.3441	0.5745
VE	53.5841	5.0125	0.3451	0.3394	0.4423	0.6987
SQT	0.0538	0.9863	1.0000	1.0000	1.0000	1.0000
36M	Switching Systems Operator					
GS	52.4882	6.3323	0.2495	0.2294	0.3925	0.4902
AR	52.8174	5.9373	0.1175	0.1081	0.2777	0.4252
NO	53.0524	7.1614	-0.0017	-0.0020	-0.0368	0.2398
CS	51.4286	7.7150	-0.0755	-0.0922	-0.0730	0.1393
AS	49.8680	9.0825	0.2523	0.2847	0.3271	0.4489
MK	52.8843	6.5384	0.1366	0.1263	0.2886	0.4093
MC	51.4340	7.9288	0.2889	0.2980	0.3930	0.4913
EI	52.0723	7.1451	0.2417	0.2281	0.3825	0.4906
VE	51.8336	6.1672	0.1469	0.1778	0.2827	0.3794
SQT	0.0389	1.0194	1.0000	1.0000	1.0000	1.0000
41C	Fire Control Instrument Repairer					
GS	50.6211	6.3265	0.2165	0.1988	0.3726	0.5870

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AR	50.7143	7.2916	0.2254	0.2547	0.2925	0.5483
NO	52.3540	6.6374	0.0761	0.0857	-0.0505	0.3867
CS	50.6211	7.7103	0.1597	0.1949	0.0799	0.3954
AS	52.4534	7.2929	0.3354	0.3039	0.5126	0.6284
MK	49.7826	7.0033	0.1240	0.1228	0.2526	0.5030
MC	50.2857	7.7632	0.3674	0.3710	0.4968	0.6342
EI	51.5963	7.2572	0.2859	0.2741	0.4874	0.6440
VE	49.7516	6.4827	0.2941	0.3741	0.4088	0.6119
SQT	0.0599	0.9834	1.0000	1.0000	1.0000	1.0000
44B	Metal Worker					
GS	51.5676	6.5724	0.4035	0.3781	0.5544	0.7344
AR	50.4241	7.0692	0.3724	0.4008	0.4374	0.6774
NO	51.9813	6.6400	0.0257	0.0284	-0.0491	0.4526
CS	50.5073	6.0336	0.0609	0.0571	0.0431	0.4154
AS	56.7651	7.5261	0.5037	0.4627	0.5848	0.6943
MK	48.9064	6.6772	0.3066	0.2845	0.3900	0.6303
MC	54.2162	8.6566	0.4588	0.5076	0.5360	0.6817
EI	52.7256	7.4933	0.4327	0.4209	0.5444	0.7111
VE	51.8295	5.1793	0.4451	0.4443	0.5139	0.7036
SQT	0.0495	1.0000	1.0000	1.0000	1.0000	1.0000
44E	Machinist					
GS	53.8971	5.7606	0.3852	0.3183	0.5694	0.7290
AR	54.1029	6.1653	0.4573	0.4318	0.5291	0.7207
NO	52.3015	6.5197	0.1545	0.1688	0.0968	0.4967
CS	51.2279	5.7788	0.0883	0.0798	0.0300	0.3585
AS	60.5037	5.7941	0.2276	0.1619	0.4185	0.6034
MK	52.0699	7.3434	0.4644	0.4768	0.5595	0.7073
MC	58.3015	6.5434	0.4241	0.3568	0.5763	0.7075
EI	56.7794	6.5877	0.3758	0.3232	0.5677	0.7190
VE	53.2096	5.2513	0.2360	0.2403	0.4193	0.6155
SQT	0.0129	1.0273	1.0000	1.0000	1.0000	1.0000
45B	Small Arms Repairer					
GS	53.4626	7.1063	0.3469	0.3578	0.4169	0.6157
AR	50.7046	7.3238	0.4353	0.4941	0.4495	0.6423

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
NO	51.8470	6.9684	-0.0699	-0.0826	-0.0876	0.3559
CS	51.2278	6.3210	0.0575	0.0576	0.1155	0.4232
AS	55.4342	7.6981	0.5435	0.5198	0.5546	0.6495
MK	49.3843	7.0276	0.4023	0.3999	0.4141	0.6136
MC	53.6228	8.5444	0.4813	0.5350	0.5242	0.6524
EI	53.2954	7.7989	0.4106	0.4231	0.4822	0.6434
VE	52.1352	5.8508	0.4318	0.4957	0.4257	0.6155
SQT	-0.0429	0.9670	1.0000	1.0000	1.0000	1.0000
45D	Self-Propelled FA Turret Mechanic					
GS	53.3846	5.6799	0.1671	0.1377	0.3244	0.4399
AR	51.9385	6.5586	0.2021	0.2054	0.3047	0.4293
NO	50.7769	6.6411	-0.0480	-0.0541	-0.0841	0.1961
CS	49.4538	6.4492	0.0353	0.0360	-0.0155	0.1832
AS	58.4538	6.3399	0.2010	0.1583	0.3525	0.4509
MK	49.5962	6.8572	0.0831	0.0806	0.1957	0.3446
MC	55.7346	7.6801	0.2343	0.2342	0.3674	0.4692
EI	55.1962	6.2351	0.1705	0.1404	0.3625	0.4700
VE	52.3923	5.4892	0.1357	0.1461	0.2610	0.3645
SQT	-0.0002	1.0560	1.0000	1.0000	1.0000	1.0000
45E	M1 Abrams Tank Turret Mechanic					
GS	50.9841	7.4892	0.3217	0.3476	0.3800	0.5410
AR	50.6614	7.0223	0.2264	0.2450	0.2550	0.4672
NO	54.0279	6.3721	-0.0455	-0.0489	0.0211	0.3457
CS	52.8367	6.7511	0.1142	0.1213	0.1019	0.3498
AS	55.7530	7.1141	0.2363	0.2076	0.3336	0.4779
MK	49.4821	7.7534	0.2874	0.3134	0.3093	0.4805
MC	54.8088	6.9047	0.2780	0.2483	0.3745	0.5119
EI	53.3347	7.1861	0.2713	0.2560	0.3772	0.5257
VE	51.3307	5.8370	0.2993	0.3407	0.2989	0.4731
SQT	-0.0433	1.0344	1.0000	1.0000	1.0000	1.0000
45K	Tank Turret Repairer					
GS	54.6463	5.7141	0.1278	0.1047	0.3250	0.5811
AR	51.1250	7.0886	0.4042	0.4387	0.4768	0.6757
NO	51.6649	6.8694	0.1515	0.1745	0.0604	0.4636

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
CS	51.3723	6.0191	0.1559	0.1468	0.1015	0.4103
AS	58.2819	6.7172	0.2593	0.2138	0.4085	0.5579
MK	50.5638	7.2204	0.2891	0.2918	0.3683	0.6021
MC	55.7899	6.9406	0.2917	0.2603	0.4120	0.5887
EI	55.8644	6.0328	0.2321	0.1828	0.3772	0.5901
VE	53.2447	4.8595	0.2247	0.2117	0.3533	0.6115
SQT	-0.0154	1.0323	1.0000	1.0000	1.0000	1.0000
45L	Artillery Repairer					
GS	52.5194	5.7055	0.2760	0.2286	0.5194	0.6797
AR	51.1796	6.8838	0.2640	0.2817	0.4223	0.6297
NO	49.6019	7.1647	0.0888	0.1080	0.0038	0.4124
CS	49.1893	6.3850	0.1832	0.1852	0.1199	0.4214
AS	57.5194	6.3674	0.2093	0.1656	0.4546	0.6028
MK	50.0388	7.2319	0.3102	0.3174	0.4592	0.6290
MC	54.2476	7.5529	0.4036	0.3966	0.5740	0.6898
EI	54.0049	5.5105	0.1989	0.1448	0.4693	0.6370
VE	52.1602	5.0208	0.2170	0.2138	0.4170	0.5929
SQT	0.0100	0.9224	1.0000	1.0000	1.0000	1.0000
45N	M60A1/A3 Tank Turret Mechanic					
GS	51.4015	7.6468	0.2876	0.3173	0.3467	0.6017
AR	52.2162	7.0875	0.3519	0.3842	0.3921	0.6443
NO	52.4942	6.2390	0.0621	0.0653	0.0718	0.4950
CS	50.2278	6.9230	0.0687	0.0748	0.0416	0.3827
AS	58.0425	6.7222	0.3263	0.2709	0.4462	0.5943
MK	50.1622	7.7807	0.3812	0.4171	0.3928	0.6232
MC	55.9151	7.1891	0.2751	0.2558	0.4326	0.6055
EI	55.3900	6.7570	0.3374	0.2994	0.4892	0.6651
VE	51.0811	6.3519	0.3619	0.4484	0.4004	0.6559
SQT	0.0052	1.0429	1.0000	1.0000	1.0000	1.0000
45T	Bradley Fighting Vehicle Sys Turret Mech					
GS	52.1667	6.4477	0.2940	0.2751	0.4911	0.6723
AR	50.4573	7.5791	0.4014	0.4715	0.4883	0.6800
NO	51.3675	6.8272	0.0060	0.0069	-0.0707	0.3928
CS	50.6239	7.1004	0.0723	0.0812	0.0510	0.3915

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AS	55.3419	7.7284	0.3390	0.3255	0.4335	0.5704
MK	49.2137	7.0538	0.2732	0.2727	0.3685	0.6002
MC	52.1667	9.2982	0.3757	0.4545	0.4447	0.6007
EI	53.5684	7.0575	0.2488	0.2320	0.4258	0.6150
VE	52.1154	5.0286	0.3257	0.3214	0.4697	0.6570
SQT	0.0167	1.0105	1.0000	1.0000	1.0000	1.0000
46Z	Combined (46Q, 46R)					
GS	59.2358	4.7698	0.2548	0.1743	0.4915	0.6700
AR	58.6681	5.3544	0.2230	0.1828	0.3640	0.6161
NO	56.5590	5.9620	0.0381	0.0380	0.0332	0.4569
CS	56.1921	6.5747	0.0678	0.0698	0.1376	0.4687
AS	52.9039	7.3514	0.1848	0.1668	0.2550	0.4420
MK	58.6638	6.2734	0.3183	0.2791	0.4832	0.6707
MC	56.8952	6.8067	0.1257	0.1100	0.3026	0.4880
EI	55.1397	7.4084	0.2024	0.1957	0.3734	0.5675
VE	59.0524	2.6945	0.2256	0.1178	0.4649	0.6780
SQT	-0.0507	1.0060	1.0000	1.0000	1.0000	1.0000
51B	Carpentry and Masonry Specialist					
GS	51.8102	6.3604	0.2253	0.2056	0.3420	0.5584
AR	51.2196	7.0412	0.3340	0.3602	0.3735	0.5836
NO	53.2068	6.2024	0.0976	0.1014	0.0555	0.4194
CS	51.2409	6.5139	0.1125	0.1146	0.0817	0.3631
AS	54.9829	7.5372	0.3206	0.2966	0.4076	0.5545
MK	50.1716	7.1762	0.3023	0.3033	0.3500	0.5505
MC	53.7260	8.0601	0.3858	0.3997	0.4597	0.6051
EI	52.0576	7.0246	0.2426	0.2225	0.3679	0.5605
VE	52.0235	4.9494	0.2480	0.2380	0.3201	0.5408
SQT	0.0381	0.9570	1.0000	1.0000	1.0000	1.0000
51K	Plumber					
GS	51.1061	6.5158	0.2307	0.2182	0.4034	0.5337
AR	50.5837	7.3260	0.3034	0.3445	0.3374	0.4908
NO	52.4694	6.5000	0.0340	0.0375	-0.0185	0.2831
CS	50.0408	6.5147	0.1589	0.1638	0.0689	0.2869
AS	53.9837	7.5628	0.3434	0.3227	0.4190	0.5362

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MK	49.1837	6.6913	0.2995	0.2836	0.3314	0.4682
MC	51.4000	8.0360	0.3673	0.3840	0.4495	0.5618
EI	51.8612	6.9746	0.2833	0.2610	0.4413	0.5582
VE	51.7224	5.4416	0.1577	0.1683	0.2710	0.4031
SQT	0.0224	1.0485	1.0000	1.0000	1.0000	1.0000
51M	Firefighter					
GS	52.7301	6.0042	0.0621	0.0542	0.1648	0.4177
AR	51.2883	7.2654	0.2259	0.2544	0.2161	0.4541
NO	51.6994	6.3743	0.1253	0.1355	0.0898	0.4014
CS	50.8528	7.1183	0.1496	0.1686	0.1035	0.3521
AS	56.3497	6.9969	0.2713	0.2359	0.2849	0.4300
MK	48.4110	6.7593	0.1919	0.1835	0.1898	0.4246
MC	54.0184	8.8405	0.2032	0.2337	0.2194	0.4070
EI	52.2147	8.0375	0.2422	0.2571	0.2646	0.4567
VE	52.3681	5.3552	0.2150	0.2259	0.2213	0.4810
SQT	0.0236	1.0134	1.0000	1.0000	1.0000	1.0000
51R	Interior Electrician					
GS	53.1532	6.1334	0.1950	0.1736	0.3291	0.5661
AR	54.0811	6.0192	0.1945	0.1814	0.3521	0.5928
NO	53.3784	6.1601	0.0916	0.0957	0.0870	0.4603
CS	51.8198	6.2211	0.0707	0.0696	0.0772	0.3755
AS	55.2763	7.8787	0.3574	0.3498	0.4242	0.5735
MK	53.3393	6.4160	0.3153	0.2862	0.4179	0.6104
MC	55.9580	7.5966	0.3287	0.3249	0.4321	0.5932
EI	55.7297	7.0710	0.3199	0.2988	0.4430	0.6193
VE	52.7117	5.0594	0.2506	0.2487	0.3327	0.5783
SQT	-0.0245	1.0258	1.0000	1.0000	1.0000	1.0000
51T	Technical Engineering Specialist					
GS	56.1266	5.6813	0.2058	0.1723	0.3393	0.4369
AR	55.8354	7.2357	0.2038	0.2321	0.2744	0.4062
NO	54.5063	5.8850	-0.0096	-0.0098	-0.1256	0.1515
CS	53.3418	6.6119	-0.0215	-0.0229	0.0082	0.2098
AS	54.9241	8.2782	0.3062	0.3198	0.3943	0.4567
MK	56.8797	6.9962	0.2925	0.2940	0.4007	0.4909

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MC	58.2722	7.9470	0.1512	0.1587	0.2707	0.3712
EI	55.6835	7.0332	0.2594	0.2448	0.4163	0.4905
VE	55.0063	4.3604	0.1493	0.1297	0.2918	0.3892
SQT	0.0103	1.0179	1.0000	1.0000	1.0000	1.0000
52C	Utility Equipment Repairer					
GS	53.8148	5.4782	0.1820	0.1448	0.4749	0.6933
AR	52.0947	6.9457	0.2577	0.2774	0.4003	0.6572
NO	52.3004	6.5880	0.1387	0.1551	0.0736	0.5159
CS	51.4897	6.5564	0.2111	0.2191	0.1706	0.4989
AS	57.4239	6.7516	0.2429	0.2037	0.4445	0.6034
MK	51.3992	6.7769	0.1742	0.1670	0.3604	0.6118
MC	55.1193	7.5256	0.2729	0.2672	0.4556	0.6303
EI	55.5185	5.9671	0.2689	0.2120	0.5035	0.6810
VE	53.1070	4.6155	0.2409	0.2181	0.4291	0.6711
SQT	-0.0707	1.0386	1.0000	1.0000	1.0000	1.0000
52D	Power Generator Equipment Repairer					
GS	53.8124	5.7711	0.2755	0.2280	0.5240	0.7172
AR	52.0226	7.0593	0.4552	0.4921	0.5555	0.7441
NO	52.1472	6.8948	0.1298	0.1501	0.0254	0.4810
CS	51.3682	6.8152	0.1378	0.1469	0.0531	0.3986
AS	57.4637	7.0081	0.3114	0.2680	0.5596	0.6897
MK	51.7256	7.5939	0.3555	0.3774	0.4826	0.6808
MC	55.5050	7.5431	0.4381	0.4248	0.5962	0.7293
EI	55.7408	6.3236	0.3785	0.3125	0.6083	0.7542
VE	53.0143	4.9636	0.2827	0.2720	0.4513	0.6592
SQT	-0.0142	1.0033	1.0000	1.0000	1.0000	1.0000
54B	Chemical Operations Specialist					
GS	54.5890	6.3982	0.3752	0.3572	0.4905	0.7100
AR	52.3606	7.5063	0.5013	0.5978	0.5229	0.7386
NO	53.2110	6.6251	0.1760	0.2028	0.0559	0.5228
CS	51.8803	7.0136	0.1667	0.1897	0.1253	0.4733
AS	53.0409	8.2845	0.4694	0.4953	0.5316	0.6687
MK	52.6882	7.9761	0.4365	0.5049	0.4706	0.6872
MC	55.3197	7.6257	0.5218	0.5306	0.6039	0.7327

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
EI	53.0031	8.1913	0.4989	0.5534	0.5695	0.7341
VE	54.5118	4.6132	0.3689	0.3422	0.4760	0.7040
SQT	0.0477	1.0067	1.0000	1.0000	1.0000	1.0000
55B	Ammunitions Specialist					
GS	52.5438	6.4318	0.3262	0.2958	0.4360	0.6767
AR	50.1901	7.9107	0.4233	0.5040	0.4384	0.6865
NO	52.7542	6.8559	0.2029	0.2291	0.1193	0.5503
CS	52.0760	7.2903	0.2870	0.3217	0.2013	0.5276
AS	54.3360	7.0651	0.2004	0.1708	0.3385	0.5305
MK	49.8621	7.7159	0.3612	0.3830	0.3806	0.6354
MC	51.9134	8.6512	0.3742	0.4091	0.4066	0.5964
EI	52.6331	6.7898	0.3140	0.2735	0.4244	0.6348
VE	52.4403	5.4178	0.3838	0.3962	0.4317	0.6954
SQT	0.0142	0.9643	1.0000	1.0000	1.0000	1.0000
55D	Explosive Ordinance Disposal (EOD) Spec					
GS	58.3403	4.9262	0.3059	0.2187	0.5019	0.6778
AR	57.2251	5.6640	0.2070	0.1817	0.3451	0.6066
NO	54.8377	6.1729	-0.0324	-0.0339	-0.0860	0.4150
CS	54.4398	6.3830	-0.0978	-0.0988	-0.0727	0.3238
AS	58.3246	6.1976	0.1901	0.1464	0.3913	0.5399
MK	56.9686	6.8747	0.0705	0.0685	0.2461	0.5312
MC	59.0838	6.7934	0.2405	0.2125	0.3824	0.5513
EI	57.8639	6.4050	0.1684	0.1425	0.3722	0.5808
VE	56.7696	4.4862	0.3691	0.3249	0.5421	0.7194
SQT	-0.0827	1.0782	1.0000	1.0000	1.0000	1.0000
55G	Nuclear Weapons Specialist					
GS	54.6061	6.7155	0.3577	0.3487	0.4054	0.5793
AR	54.2626	7.0430	0.3784	0.4130	0.4183	0.5891
NO	54.3939	6.4584	0.0542	0.0594	0.0530	0.3818
CS	51.4646	7.4906	0.3312	0.3927	0.2517	0.4908
AS	52.9394	8.5414	0.1013	0.1075	0.2169	0.3875
MK	54.7778	7.2288	0.3558	0.3639	0.4260	0.5883
MC	53.1616	8.7862	0.2122	0.2426	0.2981	0.4628
EI	54.6869	6.9688	0.1325	0.1220	0.3296	0.5027

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
VE	53.6465	5.5537	0.2296	0.2501	0.3049	0.5110
SQT	0.0907	0.9417	1.0000	1.0000	1.0000	1.0000
57E	Laundry and Bath Specialist					
GS	45.6923	5.6323	0.0617	0.0504	0.2828	0.4081
AR	44.0247	5.6008	0.0241	0.0209	0.2064	0.3545
NO	50.4560	7.4276	-0.0240	-0.0303	-0.0330	0.2187
CS	48.3242	7.4074	0.0878	0.1030	0.0648	0.2450
AS	45.7885	6.4160	0.1824	0.1454	0.3524	0.4471
MK	44.3434	5.1517	0.0008	0.0006	0.1822	0.3232
MC	43.5934	6.4760	0.1813	0.1527	0.3326	0.4380
EI	46.1841	5.4035	0.1414	0.1009	0.3427	0.4465
VE	47.8269	5.0714	0.0413	0.0411	0.2097	0.3292
SQT	0.0097	0.9297	1.0000	1.0000	1.0000	1.0000
62B	Construction Equipment Repairer					
GS	49.9972	7.4546	0.4220	0.4385	0.4530	0.6559
AR	50.4805	6.8738	0.4362	0.4462	0.4210	0.6399
NO	53.0760	6.2251	-0.0852	-0.0864	0.0138	0.4385
CS	51.0469	6.5077	-0.0023	-0.0022	0.0632	0.3796
AS	56.0000	8.3613	0.5351	0.5338	0.5668	0.6862
MK	48.3994	6.9333	0.3495	0.3292	0.3622	0.5824
MC	53.5878	8.1008	0.4836	0.4895	0.5368	0.6820
EI	52.1748	7.5254	0.4782	0.4565	0.5427	0.6986
VE	50.8643	5.4502	0.3945	0.4051	0.3845	0.5948
SQT	-0.0158	1.0316	1.0000	1.0000	1.0000	1.0000
62E	Heavy Construction Equipment Operator					
GS	52.1940	6.6508	0.3420	0.3384	0.4651	0.6234
AR	51.3638	6.8501	0.3445	0.3749	0.3977	0.5862
NO	52.3581	6.2029	0.0328	0.0354	-0.0374	0.3516
CS	51.2839	6.1249	0.0638	0.0634	0.0161	0.3060
AS	57.7632	6.8894	0.3828	0.3359	0.4947	0.6174
MK	49.3124	7.2707	0.3096	0.3264	0.3608	0.5439
MC	54.9772	7.7724	0.3849	0.3990	0.5039	0.6328
EI	53.5235	7.2544	0.3137	0.3082	0.4606	0.6161
VE	52.3923	5.0250	0.3094	0.3127	0.3708	0.5330

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	-0.0008	0.9869	1.0000	1.0000	1.0000	1.0000
62F	Crane Operator					
GS	50.3636	5.4825	0.3056	0.2432	0.4544	0.6063
AR	49.9132	6.8575	0.3498	0.3718	0.3892	0.5740
NO	51.5331	6.4898	-0.0787	-0.0866	-0.0617	0.3228
CS	50.9050	6.4082	0.0943	0.0957	0.0815	0.3520
AS	55.5537	7.6206	0.4149	0.3928	0.4794	0.6073
MK	47.5992	7.0963	0.3573	0.3587	0.3594	0.5326
MC	51.7562	9.0147	0.5141	0.6030	0.5767	0.6803
EI	51.6322	7.5705	0.4527	0.4527	0.5517	0.6685
VE	51.2810	4.7023	0.3542	0.3268	0.3755	0.5230
SQT	-0.0501	1.0379	1.0000	1.0000	1.0000	1.0000
62J	General Construction Equipment Operator					
GS	51.2255	6.6844	0.2851	0.2835	0.4278	0.5947
AR	50.6495	7.3700	0.3154	0.3693	0.3838	0.5715
NO	51.5098	6.5542	0.0272	0.0311	-0.0191	0.3532
CS	50.4265	6.8737	0.0811	0.0904	-0.0057	0.2763
AS	55.5392	7.1912	0.3359	0.3076	0.4701	0.5962
MK	49.4706	7.3751	0.2606	0.2787	0.3261	0.5161
MC	53.1912	8.0647	0.3320	0.3570	0.4505	0.5926
EI	51.9387	6.7364	0.2861	0.2610	0.4607	0.6112
VE	51.7132	5.1114	0.2599	0.2672	0.3390	0.5107
SQT	-0.0047	1.0478	1.0000	1.0000	1.0000	1.0000
63B	Light-Wheel Vehicle Mechanic					
GS	49.1389	7.6314	0.4477	0.4959	0.4624	0.6082
AR	49.5771	6.9535	0.3955	0.4262	0.3919	0.5646
NO	53.5119	6.4136	-0.2207	-0.2401	-0.1073	0.2906
CS	52.1185	6.7150	-0.1328	-0.1411	-0.0756	0.2099
AS	54.7594	8.5139	0.5947	0.6291	0.6537	0.7336
MK	48.0330	7.2661	0.3094	0.3181	0.3001	0.4862
MC	52.5957	8.1187	0.4912	0.5189	0.5598	0.6756
EI	51.2440	7.7328	0.4887	0.4993	0.5647	0.6831
VE	50.4694	5.5596	0.3794	0.4138	0.3640	0.4959
SQT	-0.0043	0.9932	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B

Test	Mean	SD	Correlation 1	2	3	4
63D	Self-Propelled Field Artillery Sys Mech					
GS	52.4278	6.6073	0.2536	0.2418	0.4487	0.6577
AR	51.6232	6.7804	0.2879	0.3007	0.4037	0.6333
NO	53.0352	6.4018	-0.0426	-0.0460	-0.0269	0.4284
CS	52.3521	6.2051	-0.0191	-0.0187	0.0493	0.3812
AS	60.1954	5.6029	0.3897	0.2697	0.6409	0.7376
MK	49.7218	7.2338	0.2511	0.2554	0.3143	0.5578
MC	57.9525	5.5824	0.3335	0.2407	0.6049	0.7312
EI	55.7852	6.1288	0.2536	0.2041	0.5323	0.6984
VE	52.5440	5.0770	0.2781	0.2754	0.4177	0.6199
SQT	-0.0419	1.0022	1.0000	1.0000	1.0000	1.0000
63E	M1 Abrams Tank System Mechanic					
GS	52.2212	7.3939	0.3220	0.3660	0.4669	0.6596
AR	51.9826	6.9018	0.2902	0.3288	0.3955	0.6198
NO	53.4534	6.5549	-0.0497	-0.0586	-0.0214	0.4163
CS	51.9810	6.6230	-0.0276	-0.0306	-0.0059	0.3199
AS	58.6509	6.3897	0.4441	0.3734	0.6744	0.7670
MK	50.2133	7.7067	0.2758	0.3184	0.3259	0.5506
MC	56.4313	6.9562	0.3785	0.3628	0.6053	0.7327
EI	54.4060	7.3073	0.4183	0.4277	0.6160	0.7474
VE	52.0284	5.4380	0.3301	0.3731	0.3929	0.5833
SQT	0.0146	1.0069	1.0000	1.0000	1.0000	1.0000
63G	Fuel and Electrical System Repairer					
GS	52.7618	7.2410	0.1813	0.1883	0.3689	0.6309
AR	52.2825	6.9616	0.1916	0.2043	0.3523	0.6191
NO	54.4931	6.5456	-0.0093	-0.0102	0.0818	0.5104
CS	52.4848	7.1411	0.0865	0.0966	0.1071	0.4325
AS	58.1662	6.8690	0.3322	0.2802	0.5575	0.6806
MK	51.1884	7.6980	0.0979	0.1054	0.2361	0.5289
MC	57.1247	6.1993	0.2317	0.1847	0.4580	0.6419
EI	55.5457	6.4251	0.2647	0.2220	0.4990	0.6829
VE	52.4875	5.3292	0.2134	0.2205	0.3554	0.6232
SQT	-0.0575	1.0607	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
63H	Track Vehicle Repairer					
GS	48.6745	7.8475	0.3456	0.3913	0.3354	0.5443
AR	49.4878	7.1125	0.3843	0.4210	0.3902	0.5880
NO	53.6573	6.4416	-0.0904	-0.0982	0.0297	0.3947
CS	51.4905	6.7942	0.0777	0.0831	0.1129	0.3919
AS	54.2647	8.7176	0.3502	0.3771	0.3040	0.4625
MK	47.2801	7.2250	0.3519	0.3575	0.3612	0.5589
MC	52.1541	8.6649	0.3914	0.4385	0.3956	0.5440
EI	51.0444	7.9529	0.2994	0.3127	0.3041	0.5052
VE	50.7117	5.7062	0.3551	0.3952	0.3424	0.5578
SQT	0.0195	0.9671	1.0000	1.0000	1.0000	1.0000
63J	Quartermaster and Chemical Equip Repairer					
GS	46.2487	7.4169	0.2646	0.2831	0.3078	0.5491
AR	47.3339	6.8399	0.3283	0.3459	0.3349	0.5668
NO	55.4290	6.0190	-0.0540	-0.0548	0.0738	0.4428
CS	52.7713	6.8341	0.0590	0.0634	0.1123	0.3960
AS	48.7746	8.3290	0.3771	0.3879	0.4240	0.5662
MK	46.2905	6.7094	0.2648	0.2499	0.2926	0.5235
MC	48.7028	7.9144	0.3356	0.3434	0.4115	0.5781
EI	47.9866	7.2132	0.2747	0.2603	0.3540	0.5573
VE	49.1152	5.5952	0.2588	0.2824	0.3025	0.5488
SQT	0.0369	1.0338	1.0000	1.0000	1.0000	1.0000
63N	M60A1/A3 Tank System Mechanic					
GS	50.9739	7.0461	0.3142	0.3194	0.4388	0.6429
AR	50.5159	7.0348	0.3522	0.3817	0.3978	0.6182
NO	53.0754	6.0742	-0.0617	-0.0632	-0.0037	0.4230
CS	51.4812	5.9465	0.0030	0.0028	0.0354	0.3510
AS	57.9971	6.5537	0.4718	0.3818	0.6373	0.7369
MK	48.9826	6.8552	0.2888	0.2784	0.3195	0.5471
MC	55.4493	6.3143	0.3969	0.3241	0.5905	0.7206
EI	53.1652	6.7328	0.3509	0.3103	0.5357	0.6950
VE	51.4928	5.5892	0.3096	0.3375	0.3763	0.5779
SQT	-0.0283	0.9682	1.0000	1.0000	1.0000	1.0000
63S	Heavy-Wheel Vehicle Mechanic					

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
GS	51.9029	6.9348	0.2582	0.2584	0.4176	0.6221
AR	52.1404	6.4751	0.2526	0.2520	0.3654	0.5936
NO	52.9402	6.3368	-0.0944	-0.1008	-0.0552	0.3858
CS	51.5009	6.2163	-0.0248	-0.0242	-0.0004	0.3274
AS	60.5745	5.2762	0.3796	0.2474	0.5970	0.6925
MK	49.7860	7.2500	0.2293	0.2338	0.2902	0.5314
MC	57.7201	5.7293	0.2175	0.1611	0.4750	0.6298
EI	55.7062	6.2590	0.2633	0.2164	0.4824	0.6517
VE	51.9133	5.2266	0.2917	0.2974	0.3983	0.5976
SQT	0.0298	1.0094	1.0000	1.0000	1.0000	1.0000
63T	Bradley Fighting Vehicle Sys Mechanic					
GS	52.7680	6.6876	0.2379	0.2282	0.4081	0.6040
AR	52.4370	6.8363	0.2338	0.2448	0.3531	0.5702
NO	52.8522	6.2840	-0.0450	-0.0475	-0.0383	0.3740
CS	51.8573	6.4481	-0.0220	-0.0222	-0.0058	0.3007
AS	60.6292	5.1713	0.3315	0.2104	0.5868	0.6872
MK	50.2584	7.5492	0.1893	0.1998	0.2623	0.4948
MC	58.0450	5.9085	0.2439	0.1853	0.4833	0.6325
EI	55.6896	6.1503	0.2408	0.1933	0.4829	0.6442
VE	52.6228	5.0784	0.2437	0.2399	0.3582	0.5497
SQT	0.0055	0.9970	1.0000	1.0000	1.0000	1.0000
63W	Wheel Vehicle Repairer					
GS	48.4369	7.7600	0.4350	0.4870	0.4724	0.6595
AR	49.3177	7.1789	0.4515	0.4994	0.4393	0.6491
NO	53.4071	6.4778	-0.1925	-0.2102	-0.0612	0.3946
CS	52.1057	6.6557	-0.0329	-0.0344	0.0353	0.3676
AS	54.5610	8.5214	0.5409	0.5692	0.5571	0.6721
MK	47.5837	7.2836	0.3827	0.3920	0.3681	0.5874
MC	52.1440	8.4113	0.5356	0.5826	0.5788	0.7016
EI	50.8652	7.7936	0.4620	0.4729	0.5249	0.6836
VE	50.0305	5.6962	0.4607	0.5118	0.4478	0.6297
SQT	-0.0265	1.0197	1.0000	1.0000	1.0000	1.0000
63Y	Track Vehicle Mechanic					
GS	52.3502	6.8502	0.2931	0.2897	0.4671	0.6653

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AR	52.4692	6.8134	0.3240	0.3401	0.4633	0.6648
NO	53.3282	6.7150	-0.0904	-0.1024	-0.0507	0.4068
CS	51.7621	6.6652	0.0039	0.0041	0.0113	0.3424
AS	60.4097	5.8660	0.4312	0.3124	0.6805	0.7677
MK	50.1013	7.2248	0.2541	0.2582	0.3393	0.5699
MC	58.0308	5.8252	0.3838	0.2891	0.6314	0.7524
EI	55.6806	6.3096	0.3485	0.2887	0.5953	0.7394
VE	52.2907	5.5249	0.2981	0.3212	0.4167	0.6059
SQT	0.0146	1.0054	1.0000	1.0000	1.0000	1.0000
67H	Observation Airplane Repairer					
GS	55.1597	6.3948	0.3026	0.2792	0.4409	0.6575
AR	54.3690	6.5853	0.3024	0.3068	0.4098	0.6450
NO	54.2652	6.2860	0.0110	0.0117	0.0491	0.4755
CS	53.5208	6.6299	0.0326	0.0340	0.0552	0.3869
AS	59.5160	6.0259	0.3059	0.2276	0.5461	0.6716
MK	53.3946	7.7744	0.3178	0.3475	0.3954	0.6137
MC	59.4920	5.8889	0.3048	0.2321	0.5215	0.6720
EI	57.4712	6.1670	0.2569	0.2081	0.4755	0.6622
VE	54.4217	4.9001	0.2990	0.2858	0.3970	0.6236
SQT	-0.0301	1.0003	1.0000	1.0000	1.0000	1.0000
67N	Utility Helicopter Rpairer					
GS	53.1667	7.1296	0.2624	0.2699	0.3974	0.6342
AR	52.8426	6.4085	0.3201	0.3160	0.4687	0.6835
NO	53.4352	6.1054	0.0279	0.0287	0.1110	0.5154
CS	52.5926	6.2383	-0.0583	-0.0572	-0.0437	0.3041
AS	56.6019	6.4503	0.3188	0.2540	0.4921	0.6382
MK	52.9630	7.9789	0.3006	0.3373	0.3833	0.6101
MC	56.2778	6.8110	0.3029	0.2668	0.4779	0.6465
EI	54.0926	6.8284	0.3005	0.2695	0.4681	0.6617
VE	53.1389	5.4180	0.2463	0.2602	0.3685	0.6167
SQT	0.0451	0.9578	1.0000	1.0000	1.0000	1.0000
67R	AH-64 Attack Helicopter Repairer					
GS	55.2542	6.4543	0.2908	0.2708	0.4389	0.6690
AR	54.2319	6.7276	0.3516	0.3644	0.4506	0.6863

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
NO	54.3944	6.0648	0.0307	0.0314	0.0174	0.4877
CS	53.3514	6.1633	0.0854	0.0828	0.0869	0.4420
AS	59.6667	5.7243	0.2761	0.1952	0.4907	0.6247
MK	53.3181	7.9389	0.3383	0.3777	0.3826	0.6313
MC	59.0847	6.1202	0.2905	0.2299	0.4834	0.6445
EI	57.6528	6.2432	0.2846	0.2333	0.4701	0.6633
VE	54.4764	4.9221	0.3688	0.3540	0.4670	0.6988
SQT	-0.0301	1.0299	1.0000	1.0000	1.0000	1.0000
67T	Tactical Transport Helicopter Repairer					
GS	54.9454	6.5175	0.3281	0.3086	0.4620	0.6977
AR	54.2357	6.8162	0.3335	0.3502	0.4620	0.7035
NO	54.2636	6.0614	0.1325	0.1354	0.1188	0.5573
CS	53.2756	6.4355	0.1806	0.1829	0.1602	0.4969
AS	59.2077	6.3393	0.2451	0.1919	0.4767	0.6317
MK	53.5206	7.4488	0.3200	0.3352	0.4198	0.6569
MC	59.1798	5.6978	0.3027	0.2230	0.5237	0.6818
EI	57.5553	6.3500	0.2708	0.2258	0.4732	0.6759
VE	54.4447	5.0519	0.3357	0.3308	0.4339	0.6890
SQT	-0.0183	0.9715	1.0000	1.0000	1.0000	1.0000
67U	Medium Helicopter Repairer					
GS	55.6203	6.5210	0.2479	0.2241	0.3526	0.5992
AR	54.3759	6.5240	0.2610	0.2521	0.3454	0.6020
NO	53.6973	6.2992	0.0554	0.0565	0.0817	0.4867
CS	53.2159	6.1082	0.1551	0.1432	0.1757	0.4811
AS	59.4640	6.2473	0.2023	0.1500	0.3646	0.5315
MK	53.7432	7.6412	0.2457	0.2537	0.3176	0.5669
MC	59.7022	5.8178	0.2613	0.1889	0.4153	0.5859
EI	57.5496	6.2926	0.2111	0.1676	0.3678	0.5793
VE	54.6948	5.0693	0.2929	0.2782	0.3738	0.6295
SQT	0.0203	0.9163	1.0000	1.0000	1.0000	1.0000
67V	Observation/Scout Helicopter Repairer					
GS	55.5576	6.4054	0.3081	0.2847	0.4791	0.6808
AR	54.3086	6.1291	0.2697	0.2547	0.4043	0.6450
NO	54.0000	5.9342	0.0298	0.0298	0.0205	0.4657

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
CS	52.7918	6.0775	0.0914	0.0874	0.0927	0.4247
AS	59.1413	5.7618	0.2641	0.1879	0.5223	0.6579
MK	53.5465	7.7485	0.2639	0.2875	0.3678	0.5986
MC	58.9981	5.8346	0.3142	0.2370	0.5514	0.6909
EI	57.2193	6.2033	0.3290	0.2680	0.5301	0.6947
VE	54.8178	4.7213	0.2866	0.2639	0.4313	0.6428
SQT	0.0294	0.9371	1.0000	1.0000	1.0000	1.0000
67Y	AH-1 Attack Helicopter Repairer					
GS	55.1871	7.0393	0.1965	0.1984	0.1945	0.3121
AR	54.5204	6.6726	0.1336	0.1365	0.0905	0.2606
NO	54.8878	6.0202	0.0290	0.0293	0.0422	0.2470
CS	54.2007	5.7819	-0.0459	-0.0415	-0.0705	0.1181
AS	59.1769	6.4651	0.0690	0.0548	0.0495	0.1639
MK	53.5850	8.0335	0.2072	0.2327	0.2043	0.3274
MC	59.2687	6.3729	0.0963	0.0789	0.0386	0.1584
EI	57.4558	6.4973	0.0819	0.0695	0.0488	0.1945
VE	54.9218	5.0961	0.1853	0.1831	0.2082	0.3501
SQT	-0.0821	1.3203	1.0000	1.0000	1.0000	1.0000
68B	Aircraft Powerplant Repairer					
GS	55.4412	6.5016	0.2301	0.2158	0.3496	0.5864
AR	53.7941	6.4537	0.2459	0.2445	0.3148	0.5774
NO	53.2735	6.2380	0.0120	0.0126	0.0157	0.4455
CS	52.0765	6.6435	0.1220	0.1276	0.0824	0.4176
AS	59.9706	5.6901	0.2537	0.1783	0.4016	0.5358
MK	51.8912	7.6569	0.2990	0.3219	0.3366	0.5790
MC	58.6824	5.8707	0.2072	0.1573	0.3456	0.5240
EI	57.3324	6.0254	0.1564	0.1237	0.2832	0.5176
VE	53.7824	5.2624	0.3434	0.3525	0.4172	0.6564
SQT	-0.0687	1.0888	1.0000	1.0000	1.0000	1.0000
68D	Aircraft Powertrain Repairer					
GS	56.3415	6.3182	0.3398	0.3097	0.4866	0.7042
AR	55.8841	6.2881	0.2981	0.2888	0.4364	0.6887
NO	54.5579	5.8985	0.0822	0.0818	0.1205	0.5542
CS	52.5244	6.3918	0.1331	0.1339	0.1287	0.4729

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
AS	58.5884	5.9559	0.1714	0.1260	0.3738	0.5671
MK	55.3384	7.2701	0.2560	0.2618	0.4003	0.6411
MC	59.2805	5.8972	0.2995	0.2284	0.4832	0.6498
EI	58.2165	6.2944	0.2775	0.2293	0.4831	0.6748
VE	55.2104	5.2218	0.3150	0.3208	0.4482	0.6923
SQT	-0.0315	1.0746	1.0000	1.0000	1.0000	1.0000
68F	Aircraft Electrician					
GS	55.1394	6.5499	0.3713	0.3530	0.4799	0.6751
AR	54.5601	6.6616	0.5136	0.5303	0.6012	0.7570
NO	53.5216	6.5451	0.0296	0.0329	0.0526	0.4653
CS	52.5361	6.5369	0.0846	0.0876	0.1237	0.4354
AS	60.4399	5.8244	0.1884	0.1364	0.3515	0.5344
MK	52.9904	7.7897	0.4511	0.4971	0.5216	0.6968
MC	59.2500	5.7435	0.4056	0.3031	0.5311	0.6689
EI	57.7861	5.9738	0.2876	0.2270	0.4456	0.6376
VE	54.6370	4.9489	0.3286	0.3190	0.4205	0.6344
SQT	-0.0359	0.9455	1.0000	1.0000	1.0000	1.0000
68G	Aircraft Structural Repairer					
GS	55.0559	6.0358	0.2975	0.2531	0.4159	0.6486
AR	54.0154	6.1947	0.3188	0.2972	0.4323	0.6710
NO	54.2832	6.0476	0.1189	0.1184	0.1009	0.5221
CS	53.1580	6.7253	0.0963	0.0996	0.0750	0.4213
AS	56.1561	7.4071	0.1955	0.1748	0.3162	0.5071
MK	53.9942	7.3903	0.2632	0.2672	0.3838	0.6251
MC	57.2659	6.8231	0.2791	0.2406	0.3817	0.5694
EI	56.5164	6.6011	0.1728	0.1463	0.3442	0.5783
VE	54.0713	5.1832	0.3354	0.3312	0.4250	0.6761
SQT	0.0309	0.8953	1.0000	1.0000	1.0000	1.0000
68J	Aircraft Armament/Missile Systems Repairer					
GS	53.6649	6.5004	0.3194	0.3013	0.5083	0.6596
AR	52.8454	7.2439	0.1502	0.1687	0.2602	0.5135
NO	51.7938	6.8461	0.0351	0.0408	-0.0324	0.3845
CS	51.0515	6.8717	0.0404	0.0439	-0.0136	0.3000
AS	55.9278	7.2143	0.3759	0.3369	0.5618	0.6869

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MK	51.9330	8.2613	0.1382	0.1615	0.2312	0.4580
MC	54.7423	7.5492	0.4234	0.4158	0.5937	0.7066
EI	54.7216	6.3266	0.3389	0.2833	0.5393	0.6774
VE	52.5258	5.9438	0.2810	0.3277	0.4025	0.5553
SQT	0.0453	0.8727	1.0000	1.0000	1.0000	1.0000
68M	Aircraft Weapon Systems Repairer					
GS	53.7202	6.0451	0.2999	0.2680	0.3908	0.6361
AR	54.0046	6.6986	0.3615	0.3823	0.4187	0.6742
NO	54.0229	6.3561	0.1349	0.1482	0.1495	0.5568
CS	53.5046	6.9423	0.1814	0.2031	0.1845	0.5175
AS	52.1835	8.9522	0.2076	0.2351	0.2027	0.4247
MK	53.8257	7.2714	0.4492	0.4706	0.5295	0.7189
MC	53.0826	8.6089	0.3063	0.3494	0.3429	0.5317
EI	53.6927	7.8524	0.2720	0.2874	0.2933	0.5425
VE	53.7844	5.2473	0.3915	0.4105	0.4570	0.7221
SQT	-0.0049	1.0254	1.0000	1.0000	1.0000	1.0000
68N	Avionic Mechanic					
GS	55.2725	6.2734	0.2658	0.2420	0.4401	0.6964
AR	55.1913	6.1887	0.4887	0.4687	0.6002	0.7896
NO	54.3159	6.3531	0.2156	0.2323	0.2127	0.6227
CS	53.7246	6.5203	0.2910	0.3003	0.3274	0.6282
AS	53.6870	9.0654	0.2477	0.2790	0.2073	0.4560
MK	55.4870	6.6482	0.4173	0.3925	0.5400	0.7448
MC	56.1275	7.9761	0.3686	0.3825	0.4446	0.6213
EI	56.4522	7.2908	0.2099	0.2022	0.3355	0.5969
VE	54.2261	5.5359	0.3221	0.3498	0.4684	0.7495
SQT	-0.0214	1.0406	1.0000	1.0000	1.0000	1.0000
68Z	Combined (68L, 68Q, 68R)					
GS	56.2352	6.0741	0.1968	0.1694	0.3956	0.6544
AR	58.4325	4.4935	0.2824	0.1921	0.5272	0.7452
NO	56.7253	5.4744	0.1061	0.0962	0.1875	0.5938
CS	57.2094	6.2580	0.2190	0.2119	0.2935	0.6026
AS	51.7299	7.8332	0.0708	0.0673	0.1391	0.3950
MK	58.8710	5.2670	0.2998	0.2182	0.5863	0.7634

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MC	55.5979	7.7781	0.1830	0.1809	0.3558	0.5482
EI	53.2853	7.8076	0.1895	0.1910	0.3344	0.5766
VE	57.3126	3.7485	0.2230	0.1602	0.4782	0.7544
SQT	0.0292	0.9777	1.0000	1.0000	1.0000	1.0000
71D	Legal Specialist					
GS	48.9222	7.8488	0.2394	0.2711	0.3538	0.6013
AR	51.2827	6.2430	0.2033	0.1955	0.3655	0.6210
NO	55.6357	6.0505	0.0446	0.0455	0.1311	0.5187
CS	55.1442	6.8400	0.1564	0.1683	0.2720	0.5641
AS	46.6698	8.6816	0.0908	0.0974	0.1047	0.3440
MK	50.7362	6.2261	0.1247	0.1092	0.3421	0.5952
MC	48.4478	8.8700	0.1300	0.1491	0.2242	0.4456
EI	47.4345	8.2099	0.2095	0.2258	0.2957	0.5225
VE	52.1594	5.3605	0.2399	0.2508	0.3887	0.6653
SQT	-0.0319	0.9863	1.0000	1.0000	1.0000	1.0000
71G	Patient Administration Specialist					
GS	49.2180	7.4826	0.1798	0.1930	0.2864	0.5638
AR	52.1902	5.9503	0.2867	0.2613	0.4250	0.6572
NO	56.0373	6.0764	0.1258	0.1281	0.1901	0.5489
CS	55.7955	7.4169	0.1582	0.1835	0.2260	0.5207
AS	45.6652	8.1448	0.1093	0.1093	0.0864	0.3339
MK	52.3035	6.4262	0.2509	0.2254	0.4135	0.6401
MC	48.4533	8.4387	0.1851	0.2008	0.2555	0.4682
EI	47.2188	8.1741	0.1259	0.1343	0.1884	0.4642
VE	52.9127	4.9456	0.2164	0.2075	0.3554	0.6549
SQT	-0.0127	1.0073	1.0000	1.0000	1.0000	1.0000
71L	Administrative Specialist					
GS	53.3445	7.4351	0.2720	0.2867	0.3312	0.5919
AR	54.3423	6.0500	0.2792	0.2557	0.3617	0.6243
NO	54.8076	5.9680	0.0969	0.0959	0.0994	0.5140
CS	54.7696	6.8483	0.1496	0.1584	0.2153	0.5316
AS	49.9262	8.8650	0.2261	0.2432	0.2152	0.4164
MK	53.7002	6.7744	0.2600	0.2434	0.3657	0.6152
MC	52.7360	8.7753	0.2427	0.2706	0.2947	0.4939

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
EI	51.3065	8.6430	0.2496	0.2783	0.2689	0.5150
VE	55.3647	5.1423	0.3371	0.3322	0.4255	0.6950
SQT	0.0164	0.9637	1.0000	1.0000	1.0000	1.0000
71M	Chaplain Assistant					
GS	49.7118	7.3145	0.2369	0.2471	0.2776	0.4862
AR	50.5803	6.7415	0.2944	0.3022	0.3336	0.5325
NO	53.8789	6.5011	0.0784	0.0850	0.0603	0.3818
CS	53.2368	7.4709	0.1216	0.1412	0.1139	0.3662
AS	50.1579	7.4811	0.2152	0.1965	0.2744	0.4301
MK	48.8368	8.0499	0.3474	0.3887	0.3634	0.5384
MC	50.7987	7.3594	0.3004	0.2826	0.3624	0.5068
EI	48.8895	7.8326	0.2385	0.2425	0.2880	0.4753
VE	52.1224	5.2230	0.2398	0.2414	0.2870	0.5037
SQT	-0.0335	0.9947	1.0000	1.0000	1.0000	1.0000
72E	Tactical Telecommunications Center Op					
GS	50.1125	7.6418	0.3407	0.3734	0.3478	0.5655
AR	51.8762	6.7547	0.3385	0.3502	0.3652	0.5921
NO	55.1563	6.2902	0.1196	0.1261	0.1076	0.4593
CS	55.2025	7.5485	0.0961	0.1135	0.1344	0.4212
AS	47.7075	6.9372	0.1297	0.1105	0.1746	0.3801
MK	51.0988	8.4438	0.3910	0.4616	0.3996	0.5970
MC	51.0525	7.4603	0.2399	0.2301	0.2892	0.4729
EI	48.6262	7.9084	0.2831	0.2923	0.3123	0.5153
VE	53.0975	4.8752	0.3087	0.2917	0.3391	0.5839
SQT	0.0165	1.0127	1.0000	1.0000	1.0000	1.0000
72G	Automatic Data Telecommunications Center Op					
GS	49.4362	7.7987	0.1958	0.2258	0.2687	0.5784
AR	54.1219	6.1591	0.3016	0.2933	0.4079	0.6650
NO	56.6963	5.5183	0.2139	0.2040	0.2913	0.6240
CS	55.4275	7.3503	0.1881	0.2230	0.2542	0.5453
AS	46.4671	8.2667	0.1434	0.1500	0.0918	0.3586
MK	54.4574	6.5584	0.2818	0.2663	0.4160	0.6541
MC	49.0513	8.9509	0.1813	0.2150	0.2111	0.4608
EI	47.8240	8.3377	0.1560	0.1750	0.1915	0.4858

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
VE	52.6267	5.4071	0.2307	0.2493	0.3129	0.6563
SQT	0.0109	0.9989	1.0000	1.0000	1.0000	1.0000
73C	Finance Specialist					
GS	55.4174	5.9781	0.2463	0.2124	0.4047	0.6491
AR	57.5870	6.1912	0.3190	0.3043	0.4400	0.6890
NO	56.6304	6.0894	0.2004	0.2058	0.1676	0.5743
CS	56.7957	7.5788	0.2060	0.2457	0.2024	0.5369
AS	51.2478	7.6635	0.1068	0.1011	0.1335	0.3788
MK	58.9130	6.3632	0.3595	0.3217	0.5100	0.7140
MC	55.6130	7.0545	0.1027	0.0937	0.2604	0.4804
EI	52.1652	7.5835	0.1692	0.1685	0.2433	0.5150
VE	56.3348	4.0796	0.2937	0.2337	0.4661	0.7377
SQT	-0.0740	1.0097	1.0000	1.0000	1.0000	1.0000
73D	Accounting Specialist					
GS	56.5761	6.0599	0.2138	0.1952	0.3864	0.6334
AR	57.7651	6.1677	0.3094	0.3071	0.4337	0.6793
NO	55.8624	5.9534	0.1369	0.1435	0.1309	0.5441
CS	55.1706	7.2886	0.1935	0.2318	0.2062	0.5296
AS	53.6954	8.7340	0.1305	0.1470	0.1542	0.3943
MK	58.4128	6.5122	0.2863	0.2739	0.4228	0.6576
MC	57.2972	7.1973	0.1870	0.1818	0.3138	0.5160
EI	55.1835	8.2368	0.2480	0.2802	0.3438	0.5698
VE	56.1266	4.0959	0.2826	0.2357	0.4458	0.7125
SQT	0.0218	0.9570	1.0000	1.0000	1.0000	1.0000
74B	Information Systems Operator					
GS	49.4842	7.6605	0.2402	0.2721	0.3512	0.6112
AR	52.6980	5.8456	0.3594	0.3317	0.5097	0.7134
NO	55.0845	6.5437	0.0925	0.1045	0.1568	0.5386
CS	54.4192	7.4186	0.1553	0.1857	0.2056	0.5091
AS	47.6394	8.9401	0.1921	0.2173	0.2065	0.4244
MK	52.7086	6.2888	0.3193	0.2894	0.4937	0.6948
MC	49.8094	8.5050	0.2275	0.2565	0.3271	0.5280
EI	48.5422	8.4792	0.2228	0.2542	0.3042	0.5474
VE	52.2545	5.3766	0.2199	0.2363	0.3777	0.6618

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	-0.0223	1.0104	1.0000	1.0000	1.0000	1.0000
75B	Personnel Administration Specialist					
GS	49.3873	7.4593	0.2055	0.2211	0.3234	0.6018
AR	52.2938	6.1266	0.3010	0.2841	0.4358	0.6749
NO	55.4281	6.2082	0.1432	0.1500	0.2020	0.5712
CS	54.2972	7.2031	0.1722	0.1952	0.2306	0.5297
AS	46.0936	8.5773	0.1641	0.1739	0.1782	0.4116
MK	52.0979	6.0945	0.2575	0.2207	0.4147	0.6488
MC	48.2322	8.4533	0.2019	0.2207	0.2884	0.5077
EI	47.4922	8.1065	0.2015	0.2145	0.2799	0.5352
VE	52.5078	5.1971	0.2025	0.2053	0.3532	0.6588
SQT	-0.0020	1.0375	1.0000	1.0000	1.0000	1.0000
75C	Personnel Management Specialist					
GS	48.1168	6.8212	0.1387	0.1417	0.2971	0.5655
AR	51.6128	5.5640	0.2651	0.2358	0.4547	0.6683
NO	55.6568	6.1032	0.1177	0.1257	0.1835	0.5293
CS	55.1920	6.7967	0.1699	0.1886	0.2367	0.5127
AS	44.5664	7.7866	0.1163	0.1161	0.1684	0.3924
MK	51.1200	5.8626	0.2616	0.2238	0.4597	0.6593
MC	46.9648	7.8403	0.1678	0.1766	0.3108	0.5095
EI	46.0328	7.3714	0.1752	0.1760	0.2946	0.5278
VE	51.8928	4.9724	0.1171	0.1179	0.3164	0.6108
SQT	0.0069	0.9890	1.0000	1.0000	1.0000	1.0000
75D	Personnel Records Specialist					
GS	48.0992	7.0863	0.1569	0.1604	0.3273	0.6167
AR	51.9480	5.4064	0.3082	0.2567	0.5021	0.7237
NO	55.6283	6.1606	0.1423	0.1478	0.2057	0.5914
CS	55.1732	7.1165	0.1557	0.1743	0.2379	0.5483
AS	44.7512	7.8789	0.0968	0.0942	0.1495	0.3965
MK	51.5591	5.9790	0.2144	0.1802	0.4457	0.6832
MC	47.0488	7.8051	0.1101	0.1111	0.2572	0.4940
EI	46.4504	7.2305	0.1719	0.1632	0.2911	0.5512
VE	52.1638	4.9335	0.2152	0.2071	0.3920	0.7034
SQT	-0.0281	1.0149	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B

Test	Mean	SD	Correlation 1	2	3	4
75E	Personnel Actions Specialist					
GS	52.3136	7.1999	0.2256	0.2343	0.3276	0.5353
AR	55.7422	5.7746	0.2985	0.2655	0.4091	0.5924
NO	56.0767	6.3742	-0.0094	-0.0101	0.0245	0.3821
CS	55.7108	7.9309	0.1550	0.1934	0.1788	0.4477
AS	48.7875	9.0426	0.1860	0.2077	0.2091	0.3711
MK	56.8606	5.7166	0.2133	0.1715	0.3705	0.5697
MC	52.2265	8.3520	0.1508	0.1629	0.2449	0.4235
EI	50.3171	8.5645	0.1572	0.1768	0.2329	0.4446
VE	54.2056	5.0684	0.1977	0.1954	0.3353	0.5618
SQT	-0.0423	1.0076	1.0000	1.0000	1.0000	1.0000
75F	Personnel Information Sys Mgt Specialist					
GS	48.1830	7.2871	0.2168	0.2279	0.3369	0.5871
AR	51.1329	5.9185	0.2269	0.2068	0.4099	0.6428
NO	54.5599	6.3695	0.0948	0.1018	0.1408	0.5138
CS	53.4118	6.9012	0.1787	0.1940	0.2303	0.5245
AS	46.1111	8.3076	0.1630	0.1672	0.1684	0.3819
MK	51.2876	6.1136	0.2667	0.2293	0.4600	0.6625
MC	47.4728	8.0850	0.1844	0.1928	0.2655	0.4699
EI	46.4728	8.0912	0.2015	0.2141	0.2508	0.4960
VE	51.0523	5.2793	0.1939	0.1996	0.3718	0.6490
SQT	-0.0635	0.9921	1.0000	1.0000	1.0000	1.0000
76J	Medical Supply Specialist					
GS	47.7474	7.8133	0.2204	0.2485	0.2432	0.5149
AR	50.4543	7.0023	0.3603	0.3886	0.4266	0.6378
NO	55.1244	6.2392	0.1375	0.1447	0.1906	0.5119
CS	53.3681	7.0315	0.1542	0.1706	0.2049	0.4714
AS	46.3328	8.9357	0.1962	0.2165	0.1128	0.3418
MK	49.9468	7.3278	0.3579	0.3688	0.4288	0.6273
MC	47.3793	9.0869	0.2928	0.3440	0.2791	0.4755
EI	46.5165	8.6679	0.2628	0.2991	0.2510	0.4856
VE	50.7534	5.5740	0.2020	0.2195	0.2828	0.5778
SQT	-0.0449	1.0087	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
76P	Material Control and Accounting Specialist					
GS	47.6396	7.7705	0.3043	0.3411	0.3455	0.5780
AR	49.9422	6.3295	0.3503	0.3416	0.4198	0.6368
NO	54.2536	6.4299	0.0367	0.0398	0.0760	0.4630
CS	52.8220	7.3611	0.0625	0.0724	0.0899	0.3990
AS	48.3040	9.2663	0.3125	0.3576	0.2665	0.4554
MK	48.9574	6.7486	0.2927	0.2778	0.3698	0.5918
MC	48.1772	9.2774	0.3606	0.4327	0.3742	0.5462
EI	47.1585	8.6106	0.3364	0.3804	0.3397	0.5509
VE	50.3487	5.6517	0.3038	0.3348	0.3721	0.6157
SQT	-0.0193	0.9901	1.0000	1.0000	1.0000	1.0000
76V	Material Storage and Handling Specialist					
GS	45.9920	6.9983	0.2749	0.2776	0.3685	0.6153
AR	47.9478	7.2196	0.3383	0.3762	0.4484	0.6786
NO	54.9679	6.5272	0.0301	0.0331	0.0674	0.5009
CS	53.1004	7.6870	0.1116	0.1349	0.1022	0.4404
AS	45.4618	7.8965	0.3223	0.3143	0.3052	0.4998
MK	46.1566	6.9795	0.2985	0.2929	0.3535	0.6052
MC	45.9679	8.7804	0.4314	0.4899	0.4807	0.6309
EI	44.9478	8.1479	0.3217	0.3442	0.3843	0.6004
VE	49.9598	4.9974	0.3592	0.3501	0.4439	0.6868
SQT	0.0578	0.9120	1.0000	1.0000	1.0000	1.0000
76X	Subsistence Supply Specialist					
GS	48.9266	7.5934	0.3726	0.4058	0.4236	0.6259
AR	50.7959	6.4393	0.3867	0.3813	0.4338	0.6394
NO	54.5558	6.2483	-0.0199	-0.0209	0.0301	0.4309
CS	52.9466	7.0531	0.0347	0.0383	0.0684	0.3764
AS	50.5302	8.9918	0.4087	0.4512	0.4179	0.5682
MK	49.6201	6.7531	0.3076	0.2904	0.3883	0.5955
MC	50.7499	8.4254	0.4063	0.4401	0.4400	0.6000
EI	48.8124	8.3676	0.3973	0.4340	0.4312	0.6142
VE	51.1728	5.5054	0.3094	0.3303	0.3751	0.5905
SQT	0.0139	1.0030	1.0000	1.0000	1.0000	1.0000
77F	Petroleum Supply Specialist					

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
GS	50.0270	6.4589	0.1662	0.1558	0.2568	0.4656
AR	47.6378	7.5499	0.3018	0.3531	0.3356	0.5233
NO	51.1973	6.4980	0.1257	0.1386	0.0952	0.3879
CS	50.1838	7.5009	0.1438	0.1707	0.1015	0.3327
AS	50.0000	7.8464	0.2083	0.2031	0.2685	0.4330
MK	47.4216	7.2654	0.2846	0.2925	0.3201	0.4949
MC	47.7054	8.4656	0.3425	0.3772	0.3809	0.5241
EI	50.3730	7.0804	0.2757	0.2579	0.3266	0.4983
VE	50.3432	5.6581	0.1415	0.1570	0.2354	0.4516
SQT	-0.0071	1.0385	1.0000	1.0000	1.0000	1.0000
77W	Water Treatment Specialist					
GS	48.9879	7.0096	0.1892	0.1955	0.2200	0.5188
AR	49.1515	7.7125	0.3244	0.3938	0.3209	0.5797
NO	53.5879	6.8378	0.2828	0.3331	0.2449	0.5539
CS	51.6303	7.6015	0.2970	0.3629	0.2652	0.5148
AS	47.5273	9.4000	0.2124	0.2519	0.1537	0.3885
MK	47.5939	7.4325	0.2315	0.2472	0.2552	0.5201
MC	49.2485	8.9172	0.2427	0.2859	0.2229	0.4588
EI	47.1636	7.6224	0.3242	0.3314	0.3430	0.5532
VE	51.6000	5.0265	0.1880	0.1883	0.2116	0.5423
SQT	0.0819	1.0290	1.0000	1.0000	1.0000	1.0000
82C	Field Artillery Surveyor					
GS	53.1478	5.9074	0.3261	0.2840	0.5087	0.7233
AR	52.3199	7.0069	0.4941	0.5449	0.5624	0.7623
NO	53.1613	6.5704	0.1984	0.2246	0.1330	0.5601
CS	52.2608	7.0113	0.1820	0.2051	0.1635	0.4965
AS	53.0995	7.9380	0.3255	0.3260	0.3982	0.5819
MK	51.9516	7.1388	0.4442	0.4555	0.5352	0.7273
MC	55.5403	6.4026	0.3488	0.2950	0.4859	0.6560
EI	52.2097	7.5321	0.4140	0.4183	0.5090	0.6953
VE	53.1989	4.5585	0.2874	0.2610	0.4412	0.6916
SQT	0.0495	0.9426	1.0000	1.0000	1.0000	1.0000
88H	Cargo Specialist					
GS	50.1425	6.5479	0.1387	0.1387	0.2541	0.4822

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AR	48.3419	7.0101	0.2282	0.2608	0.2944	0.5174
NO	52.6353	6.2223	0.0906	0.1006	0.0845	0.4110
CS	50.9245	6.8646	0.1065	0.1218	0.0806	0.3500
AS	51.3632	7.9968	0.2054	0.2147	0.2486	0.4057
MK	47.6980	6.9055	0.2522	0.2592	0.3301	0.5302
MC	49.1481	8.4119	0.1681	0.1936	0.2197	0.4064
EI	50.4715	6.8461	0.1352	0.1286	0.2371	0.4451
VE	51.3575	5.2058	0.2074	0.2228	0.2781	0.5238
SQT	-0.0061	0.9728	1.0000	1.0000	1.0000	1.0000
88M	Motor Transport Operator					
GS	48.6422	7.5558	0.3500	0.3749	0.3602	0.5303
AR	49.4954	7.2650	0.3398	0.3737	0.3243	0.5124
NO	53.9323	6.5128	-0.1395	-0.1505	-0.0451	0.3116
CS	52.3026	6.8695	-0.0359	-0.0381	0.0170	0.2816
AS	53.0643	8.5735	0.4059	0.4223	0.4151	0.5364
MK	47.8393	7.1023	0.2581	0.2533	0.2532	0.4513
MC	51.6426	8.4879	0.3974	0.4286	0.4155	0.5488
EI	49.6947	8.3349	0.3733	0.4015	0.3837	0.5394
VE	50.7872	5.5110	0.3184	0.3363	0.3253	0.4913
SQT	-0.0072	1.0226	1.0000	1.0000	1.0000	1.0000
88N	Traffic Management Coordinator					
GS	49.3800	7.5465	0.0906	0.0987	0.1520	0.4139
AR	52.9722	5.9267	0.1372	0.1252	0.2043	0.4556
NO	54.7011	6.2645	0.1139	0.1203	0.1683	0.4556
CS	53.9256	7.3808	0.1373	0.1595	0.1781	0.4247
AS	47.4233	9.7157	0.0452	0.0542	0.0523	0.2540
MK	52.2144	6.1418	0.1026	0.0886	0.2145	0.4509
MC	49.8544	8.8339	0.0594	0.0679	0.1083	0.3164
EI	48.5633	8.5753	0.0579	0.0652	0.1053	0.3441
VE	51.9500	5.9623	0.1699	0.1975	0.2224	0.5091
SQT	-0.0421	1.0208	1.0000	1.0000	1.0000	1.0000
91A	Medical Specialist					
GS	54.1442	6.0011	0.2380	0.2099	0.3490	0.5438
AR	52.0777	7.1822	0.2717	0.3061	0.3385	0.5449

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
NO	54.0769	6.6718	0.0582	0.0667	0.0250	0.3803
CS	53.2006	6.8809	0.1316	0.1451	0.1167	0.3873
AS	51.7903	8.4369	0.2245	0.2382	0.2821	0.4429
MK	52.6322	7.3582	0.2188	0.2306	0.3023	0.5085
MC	54.4399	7.2793	0.2658	0.2548	0.3591	0.5122
EI	52.0925	7.7065	0.2311	0.2381	0.3115	0.4999
VE	54.3126	4.5370	0.2182	0.1966	0.3291	0.5349
SQT	-0.0059	1.0074	1.0000	1.0000	1.0000	1.0000
91D	Operating Room Specialist					
GS	54.3576	5.4283	0.2474	0.1979	0.4048	0.6235
AR	52.4273	7.2184	0.3928	0.4463	0.4760	0.6792
NO	55.0000	6.5381	0.1662	0.1872	0.1274	0.4989
CS	54.8808	7.0608	0.1132	0.1284	0.1004	0.4088
AS	50.7064	8.8528	0.1495	0.1669	0.2246	0.4373
MK	52.9535	6.7688	0.3460	0.3364	0.4575	0.6520
MC	53.6483	7.3203	0.2008	0.1942	0.3495	0.5364
EI	51.8140	7.4642	0.2341	0.2344	0.3460	0.5622
VE	54.9419	4.4384	0.2013	0.1780	0.3644	0.6138
SQT	-0.0218	0.9696	1.0000	1.0000	1.0000	1.0000
91E	Dental Specialist					
GS	52.5512	5.6473	0.1058	0.0881	0.2361	0.4274
AR	51.1777	7.0649	0.2501	0.2781	0.3168	0.4863
NO	54.5709	6.4365	0.0285	0.0316	0.0132	0.3139
CS	54.1598	7.1140	0.2084	0.2383	0.2191	0.4413
AS	47.8887	8.0362	0.0420	0.0426	0.1006	0.2565
MK	51.5224	6.9485	0.1609	0.1606	0.2584	0.4502
MC	51.6266	6.8006	0.0900	0.0808	0.2141	0.3617
EI	49.0215	7.7364	0.0671	0.0696	0.1775	0.3596
VE	54.0000	4.2184	0.1626	0.1366	0.2760	0.4798
SQT	0.0050	0.9813	1.0000	1.0000	1.0000	1.0000
91F	Psychiatric Specialist					
GS	53.8624	6.0634	-0.0098	-0.0088	-0.0399	0.1868
AR	52.4128	7.5809	0.1248	0.1489	0.1822	0.3409
NO	55.4312	6.4227	0.0759	0.0840	0.1303	0.3137

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
CS	54.6284	7.8144	0.0619	0.0777	0.0791	0.2418
AS	48.6284	8.3900	0.0588	0.0623	0.0651	0.1843
MK	53.6697	6.5964	0.1218	0.1154	0.1528	0.3241
MC	51.7523	7.6347	0.0362	0.0365	0.0271	0.1841
EI	49.5138	7.6238	0.0236	0.0241	0.0186	0.2004
VE	55.4679	4.4152	0.0591	0.0520	0.0825	0.3228
SQT	-0.0420	1.0729	1.0000	1.0000	1.0000	1.0000
91G	Behavioral Science Specialist					
GS	57.1104	4.8380	0.2948	0.2102	0.5410	0.7403
AR	56.3182	5.0276	0.3374	0.2670	0.5347	0.7557
NO	55.7532	6.6326	0.1215	0.1389	0.0265	0.5404
CS	56.2468	6.4467	0.1030	0.1067	0.0984	0.4901
AS	50.9805	7.4811	0.2513	0.2372	0.3627	0.5488
MK	56.9805	5.8728	0.1470	0.1240	0.4009	0.6673
MC	55.3117	6.3375	0.2524	0.2113	0.5000	0.6528
EI	51.8442	7.8125	0.2685	0.2814	0.4572	0.6650
VE	57.9221	3.6219	0.3658	0.2639	0.5900	0.7936
SQT	0.0780	1.0222	1.0000	1.0000	1.0000	1.0000
91K	Medical Laboratory Specialist					
GS	56.7647	6.1745	0.0507	0.0461	0.0539	0.2283
AR	55.3265	6.4664	0.2021	0.2057	0.2648	0.3781
NO	56.5309	5.6184	0.0914	0.0884	0.1475	0.2917
CS	55.6750	7.0065	0.1270	0.1430	0.1525	0.2797
AS	49.9279	8.7592	0.0185	0.0204	-0.0203	0.1208
MK	58.2309	6.0185	0.1859	0.1608	0.2526	0.3674
MC	54.2485	8.3607	0.1094	0.1209	0.1149	0.2393
EI	53.4294	8.2604	0.1134	0.1257	0.1043	0.2436
VE	55.8559	4.8144	0.0526	0.0504	0.0721	0.2655
SQT	-0.0271	0.9857	1.0000	1.0000	1.0000	1.0000
91M	Hospital Food Service Specialist					
GS	49.1356	7.0227	0.3716	0.3846	0.4895	0.6953
AR	48.1017	7.1452	0.2432	0.2735	0.3551	0.6315
NO	56.1186	5.7615	-0.1639	-0.1627	0.0073	0.4860
CS	55.0169	6.5337	0.0315	0.0331	0.1590	0.5055

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
AS	49.5720	7.1434	0.2191	0.1975	0.3892	0.5564
MK	47.5805	7.1463	0.2078	0.2133	0.2832	0.5696
MC	51.2288	6.1691	0.1969	0.1605	0.4162	0.5938
EI	47.1525	7.8963	0.3642	0.3858	0.4952	0.6676
VE	52.5805	4.9109	0.3548	0.3471	0.4909	0.7114
SQT	0.0104	0.8536	1.0000	1.0000	1.0000	1.0000
91P	X-Ray Specialist					
GS	56.1656	5.3487	0.1624	0.1280	0.3180	0.5450
AR	56.3250	5.5967	0.2124	0.1871	0.3509	0.5814
NO	56.4875	5.5324	0.0918	0.0875	0.1108	0.4592
CS	56.3281	7.3482	0.0736	0.0869	0.1178	0.4059
AS	53.0031	8.6787	0.1503	0.1646	0.2320	0.4185
MK	56.6594	6.1720	0.2807	0.2489	0.4347	0.6166
MC	57.0000	6.7364	0.1852	0.1648	0.3331	0.5022
EI	54.2656	7.6196	0.1586	0.1621	0.2726	0.4909
VE	56.4063	3.6600	0.1594	0.1162	0.3344	0.5811
SQT	0.0571	0.9425	1.0000	1.0000	1.0000	1.0000
91Q	Pharmacy Specialist					
GS	56.6752	5.7356	0.3796	0.3209	0.5342	0.6933
AR	56.9076	6.0208	0.3393	0.3214	0.4558	0.6652
NO	57.4873	5.2662	0.0189	0.0171	0.0021	0.4335
CS	56.9268	6.9960	0.1312	0.1475	0.1507	0.4728
AS	50.4713	8.4438	0.2272	0.2420	0.2459	0.4483
MK	58.8854	6.3195	0.2912	0.2644	0.4534	0.6461
MC	55.0732	7.8759	0.3538	0.3681	0.4761	0.6105
EI	53.6529	7.7061	0.2838	0.2934	0.3775	0.5757
VE	56.2134	4.3661	0.2883	0.2508	0.4836	0.6664
SQT	0.0539	0.9392	1.0000	1.0000	1.0000	1.0000
91R	Veterinary Food Inspection Specialist					
GS	55.2140	5.4433	0.2838	0.2277	0.4779	0.6599
AR	54.9261	6.4140	0.3136	0.3165	0.4656	0.6635
NO	55.2062	6.5084	0.0938	0.1052	0.1216	0.4856
CS	54.7082	6.7178	0.0605	0.0653	0.0726	0.3720
AS	51.9844	8.7963	0.1439	0.1597	0.2460	0.4686

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
MK	54.1167	6.8916	0.2133	0.2112	0.3986	0.5956
MC	54.9066	7.1496	0.2451	0.2315	0.4659	0.6204
EI	52.8327	7.7262	0.2556	0.2649	0.4068	0.6004
VE	55.4319	4.0015	0.0899	0.0717	0.3596	0.5738
SQT	-0.0699	1.0254	1.0000	1.0000	1.0000	1.0000
91S	Preventive Medicine Specialist					
GS	56.9534	6.3482	0.3018	0.2824	0.3726	0.5927
AR	55.7161	6.7786	0.3257	0.3474	0.3677	0.6030
NO	56.6017	5.8136	0.1830	0.1833	0.1380	0.4920
CS	56.5381	6.3664	0.1099	0.1124	0.1498	0.4328
AS	50.2585	9.2638	0.2623	0.3065	0.2184	0.4425
MK	57.6653	6.4533	0.2597	0.2407	0.3407	0.5572
MC	55.4958	8.2702	0.4159	0.4544	0.4634	0.6134
EI	53.8729	8.4537	0.3493	0.3961	0.3832	0.5784
VE	56.7076	4.9123	0.1892	0.1852	0.3349	0.5748
SQT	-0.0496	1.0182	1.0000	1.0000	1.0000	1.0000
91T	Animal Care Specialist					
GS	55.7278	5.5851	0.1874	0.1542	0.2651	0.5599
AR	54.3608	6.1615	0.2468	0.2393	0.3501	0.6233
NO	55.2342	6.5532	0.2081	0.2349	0.1697	0.5528
CS	54.1076	7.7506	0.1693	0.2109	0.1897	0.5035
AS	51.6646	7.9253	0.1288	0.1288	0.2044	0.4159
MK	54.9367	7.5677	0.2880	0.3131	0.3777	0.6246
MC	54.6392	7.1072	0.1643	0.1543	0.2534	0.4747
EI	53.1835	7.7778	0.2069	0.2159	0.2744	0.5234
VE	56.2975	4.5309	0.2996	0.2704	0.3716	0.6766
SQT	-0.0534	0.8906	1.0000	1.0000	1.0000	1.0000
91Z	Combined (91H, 91J, 91U, 91Y)					
GS	54.4271	6.3632	0.2011	0.1886	0.3012	0.5149
AR	53.4712	7.2034	0.2360	0.2676	0.2921	0.5221
NO	55.1017	6.5748	0.0626	0.0710	0.0291	0.3978
CS	54.3864	7.9330	0.0219	0.0279	-0.0087	0.2929
AS	51.5186	8.5467	0.2066	0.2228	0.2435	0.4114
MK	54.4644	6.8396	0.1238	0.1217	0.2025	0.4517

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
MC	54.1085	7.7794	0.1894	0.1946	0.2709	0.4480
EI	51.2305	8.5751	0.1877	0.2160	0.2449	0.4584
VE	54.5559	4.6272	0.2511	0.2315	0.3420	0.5628
SQT	0.0107	0.9929	1.0000	1.0000	1.0000	1.0000
92A	Automated Logistical Specialist					
GS	51.0790	7.6668	0.2207	0.2486	0.2982	0.5512
AR	54.0391	5.9821	0.3402	0.3193	0.4627	0.6630
NO	54.8862	6.4842	0.1001	0.1115	0.1316	0.4895
CS	53.3270	7.0091	0.1406	0.1579	0.1391	0.4322
AS	50.4355	8.9077	0.1661	0.1861	0.1913	0.3978
MK	53.2601	6.7017	0.3124	0.2998	0.4410	0.6402
MC	52.2171	8.5399	0.2591	0.2914	0.3312	0.5137
EI	50.4776	8.4535	0.1941	0.2195	0.2570	0.4971
VE	52.6257	5.4144	0.2255	0.2425	0.3388	0.6080
SQT	0.0047	1.0235	1.0000	1.0000	1.0000	1.0000
92G	Food Service Specialist					
GS	48.1789	7.7215	0.3939	0.4442	0.4321	0.6470
AR	48.0573	7.5615	0.4175	0.4922	0.4301	0.6542
NO	54.9705	6.1923	-0.0725	-0.0767	0.0363	0.4643
CS	53.0182	6.9582	0.0235	0.0260	0.0721	0.4020
AS	49.0925	7.9756	0.3728	0.3716	0.4131	0.5719
MK	47.2041	7.2197	0.3434	0.3528	0.3451	0.5858
MC	48.9974	8.2891	0.4001	0.4341	0.4470	0.6132
EI	47.5684	8.1165	0.3894	0.4201	0.4332	0.6273
VE	50.5137	5.4782	0.3645	0.3942	0.4096	0.6361
SQT	0.0196	1.0012	1.0000	1.0000	1.0000	1.0000
92M	Mortuary Affairs Specialist					
GS	51.7450	6.1470	0.2246	0.2004	0.3193	0.5193
AR	48.4497	7.2452	0.3066	0.3443	0.3401	0.5208
NO	52.5906	7.2931	0.0353	0.0437	-0.0225	0.3319
CS	51.9060	7.3377	0.0730	0.0848	0.0420	0.3019
AS	52.3154	7.6768	0.3539	0.3376	0.4304	0.5456
MK	47.0940	7.6894	0.0258	0.0280	0.1298	0.3790
MC	49.5034	8.5215	0.2489	0.2759	0.3273	0.4977

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
EI	50.3691	6.8323	0.2479	0.2238	0.2864	0.4826
VE	52.2953	5.5147	0.1385	0.1499	0.2704	0.4679
SQT	0.0803	0.9642	1.0000	1.0000	1.0000	1.0000
92R	Parachute Rigger					
GS	51.8319	6.6626	0.1086	0.1050	0.1846	0.2737
AR	50.8341	6.9423	0.1715	0.1846	0.2337	0.3131
NO	53.3039	6.3030	-0.0311	-0.0332	-0.0288	0.1382
CS	53.1293	6.4514	0.0321	0.0328	0.0507	0.1743
AS	54.5927	7.2090	0.1497	0.1341	0.2374	0.3009
MK	49.5560	7.4327	0.2331	0.2451	0.2889	0.3496
MC	54.2414	7.4551	0.1942	0.1884	0.2632	0.3267
EI	52.5345	7.2855	0.1545	0.1487	0.2109	0.2931
VE	51.8319	5.4951	0.1115	0.1203	0.1583	0.2423
SQT	-0.0150	0.9920	1.0000	1.0000	1.0000	1.0000
92Y	Unit Supply Specialist					
GS	49.9023	7.5723	0.1696	0.1800	0.2304	0.4551
AR	52.4846	5.9158	0.2146	0.1900	0.3014	0.5110
NO	54.3647	6.5687	0.0895	0.0963	0.1068	0.4081
CS	53.1572	6.9415	0.0985	0.1045	0.1170	0.3649
AS	49.4759	8.7924	0.1295	0.1366	0.1419	0.3253
MK	52.1993	6.3179	0.1907	0.1646	0.2875	0.4904
MC	50.9327	8.5955	0.1691	0.1826	0.2199	0.3983
EI	49.1059	8.2853	0.1874	0.1980	0.2284	0.4276
VE	51.9848	5.4339	0.1717	0.1768	0.2522	0.4959
SQT	0.0057	1.0095	1.0000	1.0000	1.0000	1.0000
93C	Air Traffic Control (ATC) Operator					
GS	57.1111	5.7207	0.2045	0.1724	0.3963	0.6293
AR	57.9236	5.7054	0.2681	0.2407	0.4031	0.6534
NO	55.8958	5.6842	0.0457	0.0447	0.0644	0.4966
CS	54.1042	6.8845	0.1203	0.1331	0.1682	0.4958
AS	58.0694	6.8321	0.1745	0.1504	0.2471	0.4526
MK	56.7465	6.5328	0.2385	0.2238	0.3844	0.6247
MC	58.6806	6.6224	0.2185	0.1912	0.3799	0.5567
EI	56.0938	6.8809	0.2732	0.2522	0.4248	0.6143

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
VE	55.8958	3.7764	0.2642	0.1988	0.4529	0.6966
SQT	0.0147	1.0252	1.0000	1.0000	1.0000	1.0000
93F	Field Artillery Meteorological Crewmember					
GS	54.1656	6.2433	0.2669	0.2419	0.3418	0.5698
AR	52.7682	5.5021	0.3146	0.2683	0.4816	0.6673
NO	53.1987	6.4838	0.0862	0.0948	0.1429	0.4801
CS	53.4437	7.3008	-0.0245	-0.0283	0.0723	0.3570
AS	50.8808	9.1250	0.3258	0.3694	0.3218	0.5025
MK	53.3245	6.5580	0.4205	0.3901	0.5311	0.6798
MC	52.2450	8.4301	0.3580	0.3926	0.4514	0.6033
EI	52.7086	7.5398	0.2500	0.2490	0.3366	0.5509
VE	53.1060	6.0972	0.2565	0.3068	0.3101	0.5559
SQT	0.0165	1.0109	1.0000	1.0000	1.0000	1.0000
93P	Flight Operations Coordinator					
GS	53.2848	5.7326	0.2788	0.2356	0.4864	0.7245
AR	51.9247	7.3899	0.4721	0.5490	0.5671	0.7797
NO	54.5974	6.1416	0.1099	0.1163	0.1225	0.6028
CS	53.7758	7.2236	0.2628	0.3051	0.2602	0.6037
AS	50.3813	9.0248	0.2855	0.3250	0.3649	0.5483
MK	51.8232	6.9940	0.3893	0.3912	0.5135	0.7378
MC	53.4681	7.3264	0.3496	0.3383	0.4956	0.6513
EI	50.7660	8.0937	0.3177	0.3449	0.4456	0.6624
VE	54.6858	4.5082	0.3645	0.3274	0.5682	0.8073
SQT	-0.0035	0.9964	1.0000	1.0000	1.0000	1.0000
95B	Military Police					
GS	54.4594	5.8300	0.2029	0.1749	0.3446	0.5735
AR	52.6952	6.6258	0.2628	0.2748	0.3666	0.5965
NO	54.0217	6.3486	0.0964	0.1057	0.0908	0.4602
CS	53.3665	6.5106	0.1218	0.1279	0.1650	0.4517
AS	54.4663	7.6298	0.1566	0.1512	0.2617	0.4482
MK	52.5606	6.9336	0.2515	0.2513	0.3565	0.5744
MC	56.1038	6.7171	0.2222	0.1978	0.3546	0.5291
EI	53.2631	7.5366	0.2199	0.2230	0.3312	0.5376
VE	54.7173	4.1603	0.2137	0.1777	0.3419	0.5889

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
SQT	-0.0096	0.9970	1.0000	1.0000	1.0000	1.0000
95C	Corrections Specialist					
GS	50.4720	6.1095	0.1685	0.1518	0.1787	0.4446
AR	48.9627	7.6688	0.2945	0.3554	0.3023	0.5197
NO	50.4410	7.0868	0.1139	0.1391	0.1010	0.4283
CS	48.8199	7.1045	0.1731	0.1977	0.1647	0.4175
AS	51.6460	8.5289	0.2146	0.2309	0.2325	0.4035
MK	47.2236	5.7847	0.1257	0.1044	0.1512	0.4152
MC	50.6832	7.5510	0.2168	0.2162	0.3169	0.4894
EI	49.3416	7.5978	0.0943	0.0961	0.1517	0.3987
VE	49.6460	5.7145	0.1715	0.1953	0.2433	0.5089
SQT	-0.0402	0.8731	1.0000	1.0000	1.0000	1.0000
96B	Intelligence Analyst					
GS	57.5426	5.3215	0.2189	0.1717	0.4959	0.7305
AR	57.1011	5.6799	0.4137	0.3698	0.5838	0.7925
NO	56.1064	5.9423	0.1976	0.2022	0.1753	0.6323
CS	55.4282	7.0173	0.2319	0.2615	0.2206	0.5788
AS	53.4096	7.6780	0.1882	0.1823	0.3153	0.5206
MK	58.0160	6.2375	0.4150	0.3718	0.5975	0.7831
MC	57.5665	6.4192	0.2422	0.2054	0.4503	0.6232
EI	55.0053	7.5676	0.2571	0.2610	0.3968	0.6380
VE	57.6809	3.3305	0.3086	0.2048	0.5710	0.8158
SQT	-0.0344	0.9925	1.0000	1.0000	1.0000	1.0000
96D	Imagery Analyst					
GS	54.1222	6.2496	0.4441	0.4090	0.5550	0.7631
AR	54.1500	6.3117	0.4881	0.4848	0.5766	0.7890
NO	55.7278	6.5756	0.1859	0.2106	0.1510	0.6148
CS	56.3333	7.4151	0.1481	0.1765	0.1437	0.5190
AS	49.5722	8.4655	0.4548	0.4857	0.4262	0.6011
MK	55.8000	6.9567	0.4690	0.4687	0.5732	0.7653
MC	54.5778	7.6684	0.3933	0.3984	0.5240	0.6792
EI	50.9444	9.2439	0.4640	0.5753	0.4747	0.6878
VE	55.9000	4.0043	0.4337	0.3460	0.5441	0.7802
SQT	-0.0347	0.9859	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B						
			Correlation			
Test	Mean	SD	1	2	3	4
96R	Ground Surveillance Systems Operator					
GS	53.6648	7.4114	0.3230	0.3528	0.4103	0.6347
AR	53.8489	7.0204	0.3229	0.3568	0.3795	0.6232
NO	53.7912	5.9224	0.0576	0.0587	0.0541	0.4734
CS	52.1538	6.2499	0.0521	0.0524	0.0829	0.4100
AS	55.6429	7.1792	0.3495	0.3165	0.4677	0.6075
MK	51.3159	7.9621	0.3414	0.3905	0.3737	0.6006
MC	54.7335	7.8007	0.3361	0.3464	0.4553	0.6184
EI	53.9615	7.4200	0.2815	0.2802	0.3891	0.6003
VE	52.9670	5.9041	0.3365	0.3958	0.3938	0.6289
SQT	0.0095	0.9670	1.0000	1.0000	1.0000	1.0000
97B	Counterintelligence Agent					
GS	59.6294	4.5310	0.2821	0.1855	0.4957	0.7115
AR	58.1066	5.7137	0.1899	0.1681	0.3508	0.6610
NO	56.5279	5.9372	0.1264	0.1273	0.1475	0.5933
CS	55.6904	7.1764	0.1302	0.1479	0.1585	0.5227
AS	56.4873	7.5671	0.1626	0.1529	0.2666	0.4960
MK	58.6701	6.6053	0.2392	0.2236	0.4616	0.6875
MC	60.0508	5.9742	0.2197	0.1708	0.4396	0.6096
EI	58.4518	7.2403	0.2838	0.2714	0.4586	0.6556
VE	58.7005	2.7768	0.2534	0.1381	0.5282	0.7677
SQT	-0.0519	1.0513	1.0000	1.0000	1.0000	1.0000
97E	Interrogator					
GS	60.8947	5.3182	0.2793	0.2189	0.5799	0.7378
AR	61.4035	4.0924	0.2899	0.1867	0.4661	0.7080
NO	58.0760	5.1438	0.0214	0.0190	-0.0991	0.4574
CS	58.6199	6.9444	0.1249	0.1394	0.0801	0.4827
AS	54.8012	7.2141	0.1714	0.1560	0.2941	0.4899
MK	62.4912	4.7581	0.2303	0.1574	0.3729	0.6382
MC	60.2105	6.8326	0.3387	0.3057	0.5315	0.6491
EI	57.0468	7.9089	0.2969	0.3150	0.4844	0.6599
VE	60.2456	2.4467	0.3327	0.1622	0.6756	0.8235
SQT	0.0302	1.0533	1.0000	1.0000	1.0000	1.0000

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
98C	Signals Intelligence Analyst					
GS	59.7519	4.7792	0.2149	0.1513	0.4934	0.7016
AR	60.8682	3.7848	0.3256	0.1939	0.5905	0.7746
NO	58.0853	4.8076	-0.0003	-0.0002	-0.0102	0.4947
CS	58.0853	6.7686	0.1453	0.1581	0.1630	0.5226
AS	55.4302	7.8426	0.1968	0.1947	0.3412	0.5195
MK	61.9496	5.0708	0.2162	0.1575	0.4925	0.7122
MC	61.1163	6.1854	0.2648	0.2163	0.5149	0.6504
EI	57.9147	7.1857	0.2493	0.2403	0.4555	0.6517
VE	59.3527	2.8646	0.2682	0.1531	0.5749	0.7777
SQT	0.0415	0.9912	1.0000	1.0000	1.0000	1.0000
98G	EW Signal Intelligence Voice Interrogator					
GS	60.5962	4.7586	0.1741	0.1221	0.3229	0.5356
AR	60.6696	4.6901	0.2393	0.1766	0.4081	0.6011
NO	57.6014	5.3787	0.0692	0.0642	0.1021	0.4309
CS	57.3462	6.6558	0.0416	0.0445	0.1051	0.3721
AS	54.8304	7.6777	0.1425	0.1380	0.1750	0.3747
MK	62.2133	5.1442	0.2211	0.1634	0.3722	0.5645
MC	60.2640	6.8684	0.1957	0.1776	0.3068	0.4811
EI	58.0297	7.5042	0.2106	0.2120	0.3179	0.5106
VE	59.3934	3.0283	0.1272	0.0768	0.2982	0.5329
SQT	-0.0261	1.0445	1.0000	1.0000	1.0000	1.0000
98H	Morse Interceptor					
GS	56.5753	5.9949	0.1504	0.1329	0.2259	0.5077
AR	57.6449	6.4115	0.4513	0.4554	0.5426	0.7054
NO	56.1865	6.1063	0.1555	0.1636	0.1646	0.4980
CS	55.0022	7.1299	0.1606	0.1840	0.1506	0.4274
AS	54.5573	8.4387	0.1327	0.1412	0.1639	0.3731
MK	56.7753	7.2207	0.3761	0.3902	0.4480	0.6471
MC	57.0022	7.0674	0.2251	0.2102	0.3186	0.5072
EI	55.1101	7.7558	0.1436	0.1494	0.1683	0.4423
VE	56.1326	4.0695	0.2348	0.1904	0.2878	0.5812
SQT	-0.0225	1.0090	1.0000	1.0000	1.0000	1.0000
98Z	Combined (98D, 98J, 98K)					

Correlations, Means and SDs for ASVAB Tests in Sample B

			Correlation			
Test	Mean	SD	1	2	3	4
GS	56.3005	5.5825	0.3245	0.2670	0.5029	0.7042
AR	57.0188	5.8204	0.4200	0.3847	0.5327	0.7198
NO	55.8122	5.7979	0.1703	0.1700	0.1296	0.5219
CS	55.6526	6.7469	0.2225	0.2413	0.2504	0.5420
AS	53.1127	7.8311	0.2689	0.2656	0.3314	0.5193
MK	57.0516	6.9623	0.3813	0.3814	0.5049	0.6921
MC	56.4977	7.0782	0.3031	0.2834	0.4174	0.5973
EI	54.1080	7.3870	0.2448	0.2426	0.3433	0.5774
VE	56.6244	3.6678	0.2459	0.1797	0.3824	0.6300
SQT	-0.0401	1.0009	1.0000	1.0000	1.0000	1.0000

Appendix B

The Ten Operational Job Families

Cluster	N	MOS	MOS Name	Aptitude Area
1	**CL**			
	1431	71D	Legal Specialist	CL
	1145	71G	Patient Administration Specialist	CL
	5000	71L	Administrative Specialist	CL
	972	71M	Chaplain Assistant	CL
	2246	73C	Finance Specialist	CL
	500	73D	Accounting Specialist	CL
	4113	75B	Personnel Administration Specialist	CL
	2505	75C	Personnel Management Specialist	CL
	2714	75D	Personnel Records Specialist	CL
	1379	75E	Personnel Actions Specialist	CL
	624	75F	Personnel Information Sys Mgt Specialist	CL
	997	76J	Medical Supply Specialist	CL
	2897	76P	Material Control and Accounting Specialist	CL
	5000	76V	Material Storage and Handling Specialist	CL
	541	76X	Subsistence Supply Specialist	CL
	5000	77F	Petroleum Supply Specialist	CL
	1954	88N	Traffic Management Coordinator	CL
	5000	92A	Automated Logistical Specialist	CL
	5000	92Y	Unit Supply Specialist	CL
2	**CO**			
	5000	11B	Infantryman	CO
	5000	11C	Indirect Fire Infantryman	CO
	5000	11H	Heavy Anti-Armor Weapons Infantryman	CO
	4593	11M	Fighting Vehicle Infantryman	CO
	5000	12B	Combat Engineer	CO
	1950	12C	Bridge Crewmember	CO
	603	12F	Engineering Tracked Vehicle Crewman	CO
	5000	19D	Cavalry Scout	CO
	4764	19E	M48-M60 Armor Crewman	CO
	5000	19K	M1 Abrams Armor Crewman	CO

The Ten Operational Job Families				
Cluster	N	MOS	MOS Name	Aptitude Area
3	**EL**			
	752	24Z	Combined (21L, 24C, 24G, 24N)	EL
	898	27E	TOW/Dragon Repairer	EL
	548	27Z	Combined (24K, 24M, 27H, 27M, 27N)	EL
	433	29Z	Combined (29F, 29M)	EL
	852	29V	Strategic Microwave Systems Repairer	EL
	5000	31K	Combat Signaler	EL
	2778	31L	Wire Systems Installer	EL
	709	31N	Communications Systems/Circuit Controller	EL
	563	31P	Microwave Systems Operator-Maintainer	EL
	1394	31Q	Tactical Satellite/Microwave System Op	EL
	5000	31R	Multichannel Transmission Systems Operator	EL
	498	31S	Satellite Communications System Operator	EL
	4278	31V	Unit Level Communications Maintainer	EL
	1021	35E	Radio and Communications Security Repairer	EL
	307	35H	TMDE Maintenance Support Specialist	EL
	1034	35J	Telecommunications Terminal Device Repairs	EL
	737	35N	Wire Systems Equipment Repairer	EL
	1201	36M	Switching Systems Operator	EL
	723	51R	Interior Electrician	EL
	215	55G	Nuclear Weapons Specialist	EL
	1128	68J	Aircraft Armament/Missile Systems Repairer	EL
	388	68M	Aircraft Weapon Systems Repairer	EL
	475	68N	Avionic Mechanic	EL
	749	68Z	Combined (68L, 68Q, 68R)	EL
	303	93F	Field Artillery Meteorological Crewmember	EL
	792	96R	Ground Surveillance Systems Operator	EL
4	**FA**			
	5000	13B	Cannon Crewmember	FA
	720	13C	Tacfire Operations Specialist	FA
	1919	13E	Cannon Fire Direction Specialist	FA
	4101	13F	Fire Support Specialist	FA

The Ten Operational Job Families

Cluster	N	MOS	MOS Name	Aptitude Area
5	**GM**			
	323	41C	Fire Control Instrument Repairer	GM
	1045	44B	Metal Worker	GM
	592	44E	Machinist	GM
	612	45B	Small Arms Repairer	GM
	565	45D	Self-Propelled FA Turret Mechanic	GM
	817	45K	Tank Turret Repairer	GM
	448	45L	Artillery Repairer	GM
	509	45T	Bradley Fighting Vehicle Sys Turret Mech	GM
	2037	51B	Carpentry and Masonry Specialist	GM
	532	51K	Plumber	GM
	327	51M	Firefighter	GM
	529	52C	Utility Equipment Repairer	GM
	5000	52D	Power Generator Equipment Repairer	GM
	2457	55B	Ammunitions Specialist	GM
	415	55D	Explosive Ordinance Disposal (EOD) Spec	GM
	791	57E	Laundry and Bath Specialist	GM
	1522	62E	Heavy Construction Equipment Operator	GM
	527	62F	Crane Operator	GM
	887	62J	General Construction Equipment Operator	GM
	805	77W	Water Treatment Specialist	GM
	1525	88H	Cargo Specialist	GM
	298	92M	Mortuary Affairs Specialist	GM
	1009	92R	Parachute Rigger	GM
6	**GT**			
	498	46Z	Combined (46Q, 46R)	GT
7	**MM**			
	546	45E	M1 Abrams Tank Turret Mechanic	MM
	563	45N	M60A1/A3 Tank Turret Mechanic	MM
	3054	62B	Construction Equipment Repairer	MM
	5000	63B	Light-Wheel Vehicle Mechanic	MM
	1234	63D	Self-Propelled Field Artillery Sys Mech	MM
	1376	63E	M1 Abrams Tank System Mechanic	MM
	785	63G	Fuel and Electrical System Repairer	MM

The Ten Operational Job Families

Cluster	N	MOS	MOS Name	Aptitude Area
	2396	63H	Track Vehicle Repairer	MM
	1302	63J	Quartermaster and Chemical Equip Repairer	MM
	750	63N	M60A1/A3 Tank System Mechanic	MM
	2506	63S	Heavy-Wheel Vehicle Mechanic	MM
	3378	63T	Bradley Fighting Vehicle Sys Mechanic	MM
	3062	63W	Wheel Vehicle Repairer	MM
	987	63Y	Track Vehicle Mechanic	MM
	1359	67N	Utility Helicopter Rpairer	MM
	1564	67T	Tactical Transport Helicopter Rpairer	MM
	1632	67U	Medium Helicopter Repairer	MM
	1751	67V	Observation/Scout Helicopter Repairer	MM
	1168	67Y	AH-1 Attack Helicopter Repairer	MM
	640	68B	Airraft Powerplant Repairer	MM
	740	68D	Aircraft Powertrain Repairer	MM
	712	68F	Aircraft Electrician	MM
	904	68G	Aircraft Structural Repairer	MM
8	**OF**			
	776	13M	Multiple Launch Rocket Sys (MLRS) Crewmember	OF
	272	13N	Lance Crewmember	OF
	683	14D	Hawk Missile Crewmember	OF
	224	15E	Pershing Missile Crewmember	OF
	703	16E	Hawk Fire Control Crewmember	OF
	171	16J	Defense Acquisition Radar Operator	OF
	1104	16P	Chaparral Crewmember	OF
	1996	16R	Vulcan Crewmember	OF
	2406	16S	Man Portable Air Defense System Crewmember	OF
	5000	88M	Motor Transport Operator	OF
	513	91M	Hospital Food Service Specialist	OF
	5000	92G	Food Service Specialist	OF
9	**SC**			
	592	13R	Fa Firefinder Radar Operator	SC
	5000	31C	Single Channel Radio Operator	SC
	1651	72E	Tactical Telecommunications Center Op	SC
	1738	72G	Automatic Data Telecommunications Center Op	SC

The Ten Operational Job Families

Cluster	N	MOS	MOS Name	Aptitude Area
10	**ST**			
	372	25Z	Combined (25C, 25P)	ST
	451	25M	Graphics Documentation Specialist	ST
	358	25S	Still Documentation Specialist	ST
	344	51T	Technical Engineering Specialist	ST
	1380	54B	Chemical Operations Specialist	ST
	1184	74B	Information Systems Operator	ST
	331	81L	Printing and Bindery Specialist	ST
	808	82C	Field Artillery Surveyor	ST
	5000	91A	Medical Specialist	ST
	748	91D	Operating Room Specialist	ST
	1209	91E	Dental Specialist	ST
	474	91F	Psychiatric Specialist	ST
	309	91G	Behavioral Science Specialist	ST
	1478	91K	Medical Laboratory Specialist	ST
	695	91P	X-Ray Specialist	ST
	682	91Q	Pharmacy Specialist	ST
	558	91R	Veterinary Food Inspection Specialist	ST
	514	91S	Preventive Medicine Specialist	ST
	345	91T	Animal Care Specialist	ST
	641	91Z	Combined (91H, 91J, 91U, 91Y)	ST
	626	93C	Air Traffic Control (ATC) Operator	ST
	1327	93P	Flight Operations Coordinator	ST
	5000	95B	Military Police	ST
	323	95C	Corrections Specialist	ST
	818	96B	Intelligence Analyst	ST
	361	96D	Imagery Analyst	ST
	429	97B	Counterintelligence Agent	ST
	372	97E	Interrogator	ST
	562	98C	Signals Intelligence Analyst	ST
	1242	98G	EW Signal Intelligence Voice Interrogator	ST
	966	98H	Morse Interceptor	ST
	463	98Z	Combined (98D, 98J, 98K)	ST

Appendix C1

Percent Acquisition by MOS from Seabrook Reports (in 1989)[1]

MOS	Name	Percent
11B	Infantryman	12.50
11C	Indirect Fire Infantryman	1.87
11H	Heavy Anti-Armor Weapons Infantryman	1.99
11M	Fighting Vehicle Infantryman	0.32
12B	Combat Engineer	3.34
12C	Bridge Crewmember	0.41
12F	Engineering Tracked Vehicle Crewman	0.22
13B	Cannon Crewmember	4.17
13C	Tacfire Operations Specialist	0.13
13E	Cannon Fire Direction Specialist	0.59
13F	Fire Support Specialist	1.20
13M	Multiple Launch Rocket Sys (MLRS) Crewmember	0.62
13N	Lance Crewmember	0.31
13R	Fa Firefinder Radar Operator	0.16
14D	Hawk Missile Crewmember	0.03
16E	Hawk Fire Control Crewmember	0.33
16P	Chaparral Crewmember	0.85
16R	Vulcan Crewmember	1.09
16S	Man Portable Air Defense System Crewmember	1.76
19D	Cavalry Scout	5.20
19E	M48-M60 Armor Crewman	0.22
19K	M1 Abrams Armor Crewman	0.03
24Z	Combined (24C, 24G, 24N)	0.18
25S	Still Documentation Specialist	0.01
27E	TOW/Dragon Repairer	0.27
29V	Strategic Microwave Systems Repairer	0.04
31C	Single Channel Radio Operator	1.62
31K	Combat Signaler	1.64
31L	Wire Systems Installer	0.86
31N	Communications Systems/Circuit Controller	0.25
31P	Microwave Systems Operator-Maintainer	0.16
31Q	Tactical Satellite/Microwave System Op	0.40
31R	Multichannel Transmission Systems Operator	1.70
31S	Satellite Communications System Operator	0.15
31V	Unit Level Communications Maintainer	0.94
35E	Radio and Communications Security Repairer	0.18
35H	TMDE Maintenance Support Specialist	0.07
35J	Telecommunications Terminal Device Repairs	0.15
35N	Wire Systems Equipment Repairer	0.20
36M	Switching Systems Operator	0.21
41C	Fire Control Instrument Repairer	0.04

Percent Acquisition by MOS from Seabrook Reports (in 1989)[1]

MOS	Name	Percent
44B	Metal Worker	0.29
44E	Machinist	0.07
45B	Small Arms Repairer	0.09
45D	Self-Propelled FA Turret Mechanic	0.12
45E	M1 Abrams Tank Turret Mechanic	0.21
45K	Tank Turret Repairer	0.19
45L	Artillery Repairer	0.10
45N	M60A1/A3 Tank Turret Mechanic	0.04
45T	Bradley Fighting Vehicle Sys Turret Mech	0.23
46Z	Combined (46Q, 46R)	0.13
51B	Carpentry and Masonry Specialist	0.28
51K	Plumber	0.06
51M	Firefighter	0.03
51R	Interior Electrician	0.07
51T	Technical Engineering Specialist	0.02
52C	Utility Equipment Repairer	0.30
52D	Power Generator Equipment Repairer	1.16
54B	Chemical Operations Specialist	1.08
55B	Ammunitions Specialist	0.59
55D	Explosive Ordinance Disposal (EOD) Spec	0.08
57E	Laundry and Bath Specialist	0.12
62B	Construction Equipment Repairer	0.43
62E	Heavy Construction Equipment Operator	0.47
62F	Crane Operator	0.19
62J	General Construction Equipment Operator	0.38
63B	Light-Wheel Vehicle Mechanic	3.05
63D	Self-Propelled Field Artillery Sys Mech	0.34
63E	M1 Abrams Tank System Mechanic	0.53
63G	Fuel and Electrical System Repairer	0.09
63H	Track Vehicle Repairer	0.51
63J	Quartermaster and Chemical Equip Repairer	0.36
63N	M60A1/A3 Tank System Mechanic	0.11
63S	Heavy-Wheel Vehicle Mechanic	0.99
63T	Bradley Fighting Vehicle Sys Mechanic	0.81
63W	Wheel Vehicle Repairer	1.04
63Y	Track Vehicle Mechanic	0.34
67N	Utility Helicopter Repairer	0.35
67R	AH-64 Attack Helicopter Repairer	0.27
67T	Tactical Transport Helicopter Repairer	0.39
67U	Medium Helicopter Repairer	0.25
67V	Observation/Scout Helicopter Repairer	0.17
67Y	AH-1 Attack Helicopter Repairer	0.28

Percent Acquisition by MOS from Seabrook Reports (in 1989)[1]

MOS	Name	Percent
68B	Aircraft Powerplant Repairer	0.06
68D	Aircraft Powertrain Repairer	0.08
68F	Aircraft Electrician	0.08
68G	Aircraft Structural Repairer	0.14
68J	Aircraft Armament/Missile Systems Repairer	0.24
68M	Aircraft Weapon Systems Repairer	0.09
68N	Avionic Mechanic	0.04
68Z	Avionic Communications Equipment Repairer	0.02
71D	Legal Specialist	0.23
71G	Patient Administration Specialist	0.17
71L	Administrative Specialist	1.24
71M	Chaplain Assistant	0.20
72E	Tactical Telecommunications Center Op	0.75
72G	Automatic Data Telecommunications Center Op	0.54
73C	Finance Specialist	0.26
73D	Accounting Specialist	0.09
74B	Information Systems Operator	0.10
75B	Personnel Administration Specialist	0.75
75C	Personnel Management Specialist	0.14
75D	Personnel Records Specialist	0.11
75E	Personnel Actions Specialist	0.20
75F	Personnel Information Sys Mgt Specialist	0.15
76J	Medical Supply Specialist	0.07
76P	Material Control and Accounting Specialist	0.63
76V	Material Storage and Handling Specialist	1.19
76X	Subsistence Supply Specialist	0.21
77F	Petroleum Supply Specialist	1.25
77W	Water Treatment Specialist	0.07
81L	Printing and Bindery Specialist	0.04
82C	Field Artillery Surveyor	0.43
88H	Cargo Specialist	0.38
88M	Motor Transport Operator	4.23
88N	Traffic Management Coordinator	0.09
91A	Medical Specialist	4.32
91D	Operating Room Specialist	0.17
91E	Dental Specialist	0.21
91F	Psychiatric Specialist	0.05
91G	Behavioral Science Specialist	0.07
91K	Medical Laboratory Specialist	0.20
91M	Hospital Food Service Specialist	0.09
91P	X-Ray Specialist	0.07
91Q	Pharmacy Specialist	0.08

Percent Acquisition by MOS from Seabrook Reports (in 1989)[1]		
MOS	Name	Percent
91R	Veterinary Food Inspection Specialist	0.11
91S	Preventive Medicine Specialist	0.11
91T	Animal Care Specialist	0.07
91Z	Combined (91H, 91J, 91U, 91X)	0.16
92A	Automated Logistical Specialist	2.19
92G	Food Service Specialist	2.82
92M	Mortuary Affairs Specialist	0.03
92R	Parachute Rigger	0.28
92Y	Unit Supply Specialist	1.91
93C	Air Traffic Control (ATC) Operator	0.26
93P	Flight Operations Coordinator	0.21
95B	Military Police	3.93
95C	Corrections Specialist	0.08
96B	Intelligence Analyst	0.46
96D	Imagery Analyst	0.17
96R	Ground Surveillance Systems Operator	0.24
97B	Counterintelligence Agent	0.33
98C	Signals Intelligence Analyst	0.79
98G	EW Signal Intelligence Voice Interrogator	1.23
98H	Morse Interceptor	0.17
98Z	Combined (98D, 98J, 98K)	0.43
55G/93F	Nuclear Weapons Spec/FA Meteorological Crewmember	0.19
27Z/29Z	Combined (24K, 24M, 27H, 27M, 27N, 29V, 29F, 29M)	0.46
25M/25Z/97E	Graphics Documentation Spec/Combined (25C, 25P)/Interrogator	0.38
15E/16J	Pershing Missile Crewmember/Defense Acquisition Radar Operator	0.49

[1]Most percentages were computed based on the numbers provided in the 1989 Seabrook Report.

Appendix C2

Percent Acquisition by Job Family from Seabrook Reports (in 1989)[1]

Family	Percent
CL1	4.26
CL2	6.82
CO1	16.67
CO2	9.42
EL1	3.83
EL2	3.24
EL3	1.68
FA	6.09
GM1	2.58
GM2	2.95
MM1	8.86
MM2	2.07
OF	12.62
SC	3.06
ST1	5.60
ST2	3.95
ST3	6.30

1 Most percentages were computed based on the numbers provided in the 1989 Seabrook Report.

Appendix D1
Computations for Obtaining First Tier Statistical Standard Scores from Operational ASVAB Test Scores

The actual beta weights used in the simulations are shown in appendix D2. They are not needed for operational computations. The weights, u, and constants, k, for each job family for the first tier are shown in appendix D3. These are the weights to be used in operational computations.

The procedure for transforming the operational ASVAB test scores into the specific standard scores required for use in the black-box first tier system is given below:

(1) Obtain the sum of the products of the nine u weighted ASVAB operational test scores for each composite.

(2) Subtract the constant k for each composite from the sum of the weighted scores obtained in (1) above.

This transformation results in obtaining the modified statistical standard score composite for each soldier for each job family required for use in the first tier black box optimization process.

Appendix D2

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
1	.03333	.02948	.02874	-.00440	.09551	.14540	.09582	.04470	.03153
2	.04328	.12938	.01077	.05266	.18204	.10477	.07934	.05242	.04845
3	.06446	.08282	-.00987	-.00142	.16612	.18271	.06003	.04037	.05168
4	.06802	.08208	.01079	.01326	.11314	.08967	.08249	.05175	.01781
5	.08462	.07328	.01156	.04102	.11354	.14677	.11903	.04765	.03111
6	.08166	.08433	-.03904	.07110	.16976	.16009	.16526	.01026	-.01069
7	-.08964	.11144	.01492	.07716	.36934	.10012	.06682	.01210	.09963
8	.03460	.06553	-.01533	-.00131	.11397	.13405	.13980	.03476	.04291
9	.04079	-.02248	.06579	.10940	.25955	.19583	.14517	.08621	.04717
10	-.01050	.24972	.00543	.05365	.04156	.20665	.04523	.07964	.12306
11	.05782	.15267	.02088	-.02260	.11834	.15935	.02347	.06639	.10861
12	.02747	.16461	-.06833	.16099	.09298	.15994	.03235	.02176	.08807
13	.00208	.08623	.03552	.02252	.14124	.18379	.07736	.03081	.11027
14	.03771	.13952	.20352	-.05235	.21145	.00763	.07493	.04447	.10313
15	.09230	.28284	-.04920	.10886	.31983	-.00111	.05929	-.07233	.05622
16	.12568	.15150	.05176	.03078	.15109	.10967	.09061	.02593	.02255
17	.06689	.07527	.01172	.08931	.24544	.09870	.17108	.06139	.04167
18	.02868	.19052	-.06893	.01861	.17443	.13117	.12652	.10290	-.05248
19	.02752	.13761	.00834	.03273	.10097	.12062	.11242	.00600	.11940
20	.03877	.10914	-.03668	.05263	.14136	.10989	.08394	.10043	.08747
21	.08219	.08953	-.00757	.01828	.13847	.10333	.11993	.06676	.07609
22	.05344	.16371	-.02520	.03963	.15962	.07410	.14622	.08210	.05153
23	-.01436	.16708	-.00715	.03383	.12433	.01267	.09309	.13729	.08275
24	.09029	-.05227	.01183	.15361	.13793	.25816	.08417	.15113	.14334
25	-.02829	.18591	.07135	.03698	-.00723	-.00645	.14875	.07731	.11879
26	.01732	.12857	.01578	.14807	.12191	.01870	.13572	-.02405	.31299

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
27	.00834	.11607	-.01954	.04971	.13175	.15052	.06294	.13421	.13023
28	.05073	.08121	-.01547	.02350	.12553	.16588	.10448	.10639	.07856
29	-.02381	.09326	-.04390	.01677	.21431	.11060	.09700	.08355	.08829
30	.06064	.17752	.03269	.07232	.08856	.20332	.07154	.14661	.05828
31	-.06592	.03524	-.01823	.12580	.10726	.16115	.00481	.18060	.06704
32	-.04418	.10091	.02214	-.00409	.14011	.15482	.12572	.16821	.04987
33	.04607	.13025	.03528	.03345	.14539	.09698	.08761	.12910	.10039
34	.10624	.19434	.02479	.10320	.08850	.17799	.01667	.08391	.17317
35	-.02123	.10262	-.04390	.06020	.18366	.15709	.04556	.11883	.09850
36	.08371	.26940	-.03914	.12784	.14834	.13496	.03722	.04653	.06345
37	.18074	.16938	-.04355	.07602	.00623	.24589	-.05434	.08416	.08938
38	.08924	.11309	.02157	.08645	.06713	.17970	.01044	.15117	.21382
39	-.04073	.10534	.02645	.14605	.09274	.06638	.05866	.08445	.29265
40	.11323	.02662	-.01922	-.02274	.18728	.14454	.09125	.08701	.00355
41	.01751	.07243	.00241	.07717	.24110	.08755	.06756	.08663	.11667
42	.11049	.04886	-.05465	.04769	.32668	.15992	.05349	.04276	.14910
43	.14606	.11035	.02818	-.00749	.13506	.25716	.17571	.18353	.00120
44	-.02788	.04752	-.08897	.10940	.35828	.13756	.14000	-.00471	.17741
45	.12285	.15543	-.08657	.02531	.15919	.09284	.09231	.08654	-.02403
46	.10905	.05212	-.01272	-.00117	.15406	.13129	.07020	.11354	-.03564
47	-.07213	.24264	.01498	.02336	.20882	.11189	.05373	.07405	.13492
48	.13319	.02329	-.12616	.22240	.13851	.18324	.24552	-.03052	-.00898
49	-.06467	-.01575	.05913	.02293	.26292	.20944	.06500	.19631	.15868
50	.13492	.33530	-.11916	.06414	.19563	-.09688	-.04451	.02195	.11690
51	.16852	.05729	-.08644	.10307	-.00788	.25499	.00418	.05978	.19234
52	.02977	.05743	.05511	.00415	.23184	.14653	.13841	.07037	.01891
53	.19072	.03756	-.04011	.08961	.16733	.12151	.14558	.16310	-.08024

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
54	-.11090	.04018	.05454	.10106	.19281	.03044	.02771	.19677	.06262
55	-.08312	.07864	-.00861	.00021	.21382	.27563	.05939	.17746	.03787
56	-.04299	-.06978	-.08219	.08711	.30506	.33574	-.13920	.18275	.10131
57	.04923	.16761	-.00018	.11592	.09155	.03320	.05009	.28911	.06688
58	.05424	.20838	-.00646	.01621	.22313	.16609	.11480	.20171	-.00507
59	.03100	.17352	.01163	.07500	.24387	.14901	.15249	.12396	.06109
60	.11916	.13470	.00438	.16857	.12689	.09058	.00017	.09983	.10019
61	.16211	.12511	.06354	-.07644	.21805	.01651	.09531	-.06002	.24439
62	.05743	-.02840	-.05180	.07802	.14610	.06929	.12209	.06823	-.07147
63	.04531	.09535	.00696	.03883	.35013	.12672	.12910	.13562	.02393
64	.09860	.14123	-.04794	-.02135	.23306	.12331	.12615	.05986	.00401
65	.13443	.07551	-.03591	-.01134	.13159	.13546	.20669	.17823	-.03002
66	.08544	.03652	.01721	-.00238	.22700	.13786	.15636	.08364	.01694
67	.04642	.09391	-.03742	-.02517	.40578	.09010	.14663	.13904	-.02429
68	-.02499	.06514	-.02110	.05167	.45628	.04519	.14460	.08749	.12453
69	.00420	.01609	.01610	.00012	.43168	.14172	.08578	.20157	.04547
70	.05289	.12852	.05150	.08681	.34954	-.01780	.04042	.16241	.01248
71	-.01681	.12387	-.03940	.07302	.16395	.09843	.09306	.03689	.13349
72	-.03113	.10468	.05579	.06405	.31223	.05276	.13372	.04032	.05585
73	.07912	.06393	.01794	-.00035	.43287	.07802	.17389	.06978	-.00428
74	-.02048	.05711	-.01963	.03949	.43999	.08365	.10285	.10629	.10145
75	.01858	.09106	-.01353	.02984	.40145	.03596	.07541	.12553	.04399
76	.02085	.11929	-.03446	.04115	.35147	.05591	.17774	.12077	.04984
77	-.01325	.13260	-.02012	.03971	.44750	.06569	.13713	.09898	.07146
78	-.01417	.09375	.04097	.01803	.32388	.16869	.10138	.03740	.16837
79	-.06504	.20296	.15206	-.13627	.16819	.02037	.31058	-.01953	.16931
80	-.01071	.09804	-.02633	.04670	.23562	.17326	.11174	.09128	.12912

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
81	.07864	.14716	.05542	.08487	.21841	.11288	.13018	.10155	.08408
82	-.00748	.09178	.00851	.09715	.18533	.04952	.16747	.09229	.06314
83	.00009	.11780	-.00120	.04821	.24894	.05595	.14971	.15718	.08105
84	.01064	-.06353	.05871	-.03476	.05692	.17938	.02031	-.12127	.22571
85	-.00739	.07003	-.01898	.12685	.21031	.16425	.05266	-.06279	.20333
86	.09671	.16151	.01870	.17168	.17975	.11829	.08690	.13403	.04266
87	.09392	.27916	-.09602	.10980	.05760	.15080	.07714	.11366	.02773
88	.04640	.09279	.01977	.11364	.08908	.13770	-.00474	.10782	.12905
89	.12125	-.12237	.10745	.01610	.20046	.06356	.16211	.11552	.07274
90	.00465	.09852	.00371	.14348	.05644	.22374	.01018	.09781	.22418
91	.01196	.30932	.01842	.19611	.03474	.14002	.07408	.01292	.15633
92	-.05619	.19666	-.05782	.16627	-.01442	.26128	.03009	.07160	.24733
93	.08116	.19264	.01452	.17545	-.02956	.12157	-.11964	.10107	.24097
94	-.01587	.21748	.00958	.12874	-.04764	.17582	.01095	-.01987	.22039
95	.02985	.12667	-.07273	.13315	.07338	.14972	.03480	-.07381	.30422
96	-.01555	.05458	-.03199	.08626	.09294	.21752	.11079	.08158	.04471
97	.01554	.13503	.00429	.05898	-.04084	.18948	.04699	.09218	.08072
98	-.01310	.17960	.11234	.10112	-.00235	.17397	-.01146	-.01884	.16139
99	.09194	.12787	.08485	.05235	-.04819	.27995	-.06596	.04822	.16706
100	.00999	.16788	-.03220	.17142	-.04578	.12550	-.01122	.09466	.30470
101	-.04007	.24109	-.01449	.11475	.02379	.24611	.01581	.03234	.15222
102	.03471	.22035	.05077	.11639	.00075	.15114	-.03379	.04730	.15596
103	-.01902	.22213	.00677	.11039	.00366	.21028	-.00687	.07907	.09690
104	-.05434	.27859	-.00051	.13340	.00087	.19797	-.06829	.09584	.22298
105	.03156	.24405	.00203	.11163	.10059	.16158	-.06251	-.13169	.17074
106	-.01765	.19111	-.01997	.17424	.04181	.24535	-.05873	-.00825	.17887
107	-.01217	.20904	.06788	.08277	-.06073	.18347	.00467	.10323	.11556

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
108	.02260	.14848	.01577	.03399	.07535	.08183	.10831	.08901	.09512
109	-.04993	.26306	.09537	.03878	.01067	.03216	.12289	.08504	.24682
110	.05797	.15071	-.00150	.01370	.19411	.13592	.10093	.08438	.04271
111	-.03062	.09616	.05189	.03134	.10064	.12091	.18435	.06604	.04082
112	.03459	.13608	.04777	.20324	.18919	.04703	-.01832	.01216	-.06467
113	.10805	.13764	.00747	.08796	.16721	.27674	.06694	.07962	.01340
114	.00200	.03495	.02513	.03266	.19727	.20445	-.01187	.04819	.05954
115	.02065	.12179	-.03090	.02450	.22688	.05020	.10393	.07387	.05788
116	-.02010	.10655	.04441	.10178	.00931	.09245	-.04627	.01507	.14911
117	.05213	.09890	-.03887	.08857	.11532	.09192	.10899	.04868	.07893
118	.25377	.16023	.02484	.00548	-.03590	.15932	.03438	.03683	.06446
119	.04090	.19434	-.10903	.19401	-.10121	.04855	.02060	.05421	.13006
120	-.14268	.09347	-.00416	.02765	.10386	.14732	-.01318	-.01819	.06869
121	.21143	.20414	.06245	-.03512	.01574	.04587	.17710	.05375	.11299
122	-.05395	.08072	.00038	.08632	-.06986	.20960	-.01879	.13304	.00978
123	.04159	.13117	-.04082	.20317	.02150	.06211	-.06217	.14017	.25334
124	.10315	.19533	.05939	.06724	.07182	.22713	.01298	-.00224	.05648
125	.18674	.17889	-.02903	.11308	-.00333	.11902	.14442	.03652	.05272
126	.13157	.27544	-.01694	.03082	-.01791	.11836	.09161	.11582	.04529
127	.05091	.12855	.04319	.03623	.01846	.07286	.19820	.17012	-.00014
128	-.02224	.15973	-.03045	.06587	.06385	.18997	-.11640	.03580	.19852
129	.02635	.14431	-.01109	.01500	-.04104	.02022	.12387	.03412	.20760
130	-.02882	.23937	-.01265	.06044	.03573	.19108	.07986	-.00772	.11230
131	.06990	.16076	.02004	.03998	.17860	.04790	.09618	.08324	.12974
132	.19480	.27868	-.00375	.11786	.12750	-.08180	.05555	-.01124	.04318
133	.00592	.02626	-.03265	.10788	.15622	.22207	.10648	.04398	-.05552
134	-.01480	.16572	.01186	.05839	.02984	.13450	-.01059	.05175	.12374

Nine-Test, First-Tier Composite Beta Weights for ASVAB Tests (Using the Total Sample A + B + C and 150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE
135	-.00418	.04153	.01766	.11754	.03177	.13429	-.00780	.18175	.24938
136	-.00630	.23327	-.02270	.14750	.01912	.16099	.10302	.09519	.27411
137	.02082	.10775	-.01744	.08285	.09694	.13411	.10734	.04692	.14372
138	-.02082	.16836	.14115	.02564	.05387	.03709	.12036	.02611	.05164
139	-.00186	.16963	.02043	.14190	.08783	.23575	.11066	.00872	.30146
140	.05394	.12607	.08369	.05484	.22620	.24472	.13249	-.02897	.18136
141	-.01609	.10050	.00148	.11059	.32077	.10311	.08065	.03149	.17685
142	.14293	-.01298	.01269	.05769	-.01637	.17281	.09378	.13182	.26070
143	-.04209	.25290	-.08561	.11042	.05976	.17889	.09885	.04921	.25618
144	.01359	.16496	.01363	.04559	.02494	.09788	.05174	.06243	.07526
145	-.03679	.24165	.03419	.04500	.08387	.17032	.04304	-.03122	.11662
146	.04173	.15103	-.05081	.19258	.18478	.20362	.08596	-.04135	.18459
147	.14600	.17980	-.00189	.12708	.10884	.24902	.01984	-.01185	-.05959
148	.03812	.11380	.08496	.11623	.10233	.09619	.10973	.08716	.12116
149	.17069	.15029	-.17343	.14975	.08682	.05657	.10350	.01974	.10128
150	.02636	.01035	.02364	.04793	.13902	.22358	.12002	.10798	-.08444

Appendix D3

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
1	.00441	.00417	.00444	-.00063	.01081	.01872	.01135	.00539	.00564	3.38559
2	.00573	.01829	.00166	.00759	.02061	.01349	.00940	.00632	.00867	4.83546
3	.00853	.01171	-.00152	-.00021	.01881	.02352	.00711	.00486	.00925	4.30485
4	.00901	.01161	.00167	.00191	.01281	.01154	.00977	.00623	.00319	3.56554
5	.01120	.01036	.00178	.00591	.01286	.01889	.01410	.00574	.00557	4.54760
6	.01081	.01192	-.00603	.01024	.01922	.02061	.01958	.00124	-.00191	4.50697
7	-.01187	.01576	.00230	.01112	.04182	.01289	.00792	.00146	.01784	5.25551
8	.00458	.00926	-.00237	-.00019	.01290	.01726	.01656	.00419	.00768	3.67831
9	.00540	-.00318	.01016	.01576	.02939	.02521	.01720	.01039	.00844	6.27649
10	-.00139	.03531	.00084	.00773	.00471	.02660	.00536	.00959	.02203	5.80895
11	.00766	.02159	.00322	-.00326	.01340	.02051	.00278	.00800	.01944	4.89837
12	.00364	.02327	-.01055	.02319	.01053	.02059	.00383	.00262	.01577	4.86621
13	.00028	.01219	.00548	.00324	.01599	.02366	.00917	.00371	.01974	4.92319
14	.00499	.01973	.03143	-.00754	.02394	.00098	.00888	.00536	.01846	5.65165
15	.01222	.03999	-.00760	.01568	.03621	-.00014	.00703	-.00871	.01006	5.52805
16	.01664	.02142	.00799	.00443	.01711	.01412	.01074	.00312	.00404	5.24929
17	.00886	.01064	.00181	.01287	.02779	.01271	.02027	.00740	.00746	5.80344
18	.00380	.02694	-.01064	.00268	.01975	.01689	.01499	.01240	-.00939	4.05456
19	.00364	.01946	.00129	.00472	.01143	.01553	.01332	.00072	.02138	4.82238
20	.00513	.01543	-.00566	.00758	.01600	.01415	.00995	.01210	.01566	4.74738
21	.01088	.01266	-.00117	.00263	.01568	.01330	.01421	.00804	.01362	4.73164
22	.00708	.02315	-.00389	.00571	.01807	.00954	.01733	.00989	.00922	5.06338
23	-.00190	.02362	-.00110	.00487	.01408	.00163	.01103	.01654	.01481	4.41054
24	.01195	-.00739	.00183	.02213	.01562	.03324	.00997	.01821	.02566	6.89550
25	-.00375	.02629	.01102	.00533	-.00082	-.00083	.01763	.00931	.02127	4.53208
26	.00229	.01818	.00244	.02133	.01380	.00241	.01608	-.00290	.05603	6.86888
27	.00110	.01641	-.00302	.00716	.01492	.01938	.00746	.01617	.02331	5.40490

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
28	.00672	.01148	-.00239	.00339	.01421	.02136	.01238	.01282	.01406	4.93806
29	-.00315	.01319	-.00678	.00242	.02426	.01424	.01149	.01007	.01581	4.29302
30	.00803	.02510	.00505	.01042	.01003	.02618	.00848	.01766	.01043	6.37170
31	-.00873	.00498	-.00282	.01812	.01214	.02075	.00057	.02176	.01200	4.13127
32	-.00585	.01427	.00342	-.00059	.01586	.01993	.01490	.02026	.00893	4.79922
33	.00610	.01842	.00545	.00482	.01646	.01248	.01038	.01555	.01797	5.67319
34	.01407	.02748	.00383	.01487	.01002	.02291	.00197	.01011	.03100	7.15606
35	-.00281	.01451	-.00678	.00867	.02079	.02022	.00540	.01432	.01763	4.82629
36	.01108	.03809	-.00604	.01842	.01679	.01737	.00441	.00561	.01136	6.14327
37	.02393	.02395	-.00672	.01095	.00071	.03166	-.00644	.01014	.01600	5.41856
38	.01182	.01599	.00333	.01245	.00760	.02313	.00124	.01821	.03828	6.93265
39	-.00539	.01489	.00409	.02104	.01050	.00855	.00695	.01017	.05239	6.50942
40	.01499	.00376	-.00297	-.00328	.02120	.01861	.01081	.01048	.00064	3.89502
41	.00232	.01024	.00037	.01112	.02730	.01127	.00801	.01044	.02088	5.38026
42	.01463	.00691	-.00844	.00687	.03699	.02059	.00634	.00515	.02669	6.08379
43	.01934	.01560	.00435	-.00108	.01529	.03311	.02082	.02211	.00021	6.80992
44	-.00369	.00672	-.01374	.01576	.04056	.01771	.01659	-.00057	.03176	5.86565
45	.01627	.02198	-.01337	.00365	.01802	.01195	.01094	.01043	-.00430	3.95070
46	.01444	.00737	-.00196	-.00017	.01744	.01690	.00832	.01368	-.00638	3.64761
47	-.00955	.03431	.00231	.00336	.02364	.01440	.00637	.00892	.02415	5.68966
48	.01764	.00329	-.01948	.03204	.01568	.02359	.02909	-.00368	-.00161	5.07416
49	-.00856	-.00223	.00913	.00330	.02977	.02696	.00770	.02365	.02841	6.23094
50	.01786	.04741	-.01840	.00924	.02215	-.01247	-.00527	.00264	.02093	4.40772
51	.02231	.00810	-.01335	.01485	-.00089	.03283	.00050	.00720	.03443	5.52140
52	.00394	.00812	.00851	.00060	.02625	.01886	.01640	.00848	.00338	4.99560
53	.02525	.00531	-.00619	.01291	.01895	.01564	.01725	.01965	-.01436	4.95245
54	-.01468	.00568	.00842	.01456	.02183	.00392	.00328	.02371	.01121	4.12944

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
55	-.01100	.01112	-.00133	.00003	.02421	.03548	.00704	.02138	.00678	4.90970
56	-.00569	-.00987	-.01269	.01255	.03454	.04322	-.01649	.02202	.01814	4.45357
57	.00652	.02370	-.00003	.01670	.01037	.00427	.00594	.03483	.01197	6.00761
58	.00718	.02946	-.00100	.00234	.02526	.02138	.01360	.02430	-.00091	6.38728
59	.00410	.02453	.00180	.01080	.02761	.01918	.01807	.01493	.01094	6.95728
60	.01578	.01904	.00068	.02428	.01437	.01166	.00002	.01203	.01794	6.08703
61	.02146	.01769	.00981	-.01101	.02469	.00213	.01129	-.00723	.04375	5.95978
62	.00760	-.00402	-.00800	.01124	.01654	.00892	.01447	.00822	-.01279	2.21964
63	.00600	.01348	.00107	.00559	.03964	.01631	.01530	.01634	.00428	6.22651
64	.01305	.01997	-.00740	-.00308	.02639	.01588	.01495	.00721	.00072	4.60490
65	.01780	.01068	-.00555	-.00163	.01490	.01744	.02449	.02147	-.00537	4.94678
66	.01131	.00516	.00266	-.00034	.02570	.01775	.01853	.01008	.00303	4.95138
67	.00615	.01328	-.00578	-.00363	.04594	.01160	.01737	.01675	-.00435	5.13367
68	-.00331	.00921	-.00326	.00744	.05166	.00582	.01713	.01054	.02229	6.22812
69	.00056	.00227	.00249	.00002	.04887	.01824	.01016	.02428	.00814	6.07017
70	.00700	.01817	.00795	.01251	.03957	-.00229	.00479	.01957	.00223	5.79509
71	-.00223	.01751	-.00608	.01052	.01856	.01267	.01103	.00444	.02390	4.75989
72	-.00412	.01480	.00861	.00923	.03535	.00679	.01584	.00486	.01000	5.38097
73	.01048	.00904	.00277	-.00005	.04901	.01004	.02061	.00841	-.00077	5.79932
74	-.00271	.00807	-.00303	.00569	.04981	.01077	.01219	.01281	.01816	5.90991
75	.00246	.01287	-.00209	.00430	.04545	.00463	.00894	.01512	.00787	5.26193
76	.00276	.01687	-.00532	.00593	.03979	.00720	.02106	.01455	.00892	5.90688
77	-.00175	.01875	-.00311	.00572	.05067	.00846	.01625	.01193	.01279	6.33141
78	-.00188	.01326	.00633	.00260	.03667	.02172	.01201	.00451	.03014	6.62276
79	-.00861	.02870	.02348	-.01963	.01904	.00262	.03680	-.00235	.03031	5.89121
80	-.00142	.01386	-.00407	.00673	.02668	.02231	.01324	.01100	.02311	5.86723
81	.01041	.02081	.00856	.01223	.02473	.01453	.01543	.01223	.01505	7.07296

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
82	-.00099	.01298	.00131	.01400	.02098	.00637	.01984	.01112	.01130	5.13141
83	.00001	.01666	-.00019	.00694	.02818	.00720	.01774	.01894	.01451	5.81242
84	.00141	-.00898	.00907	-.00501	.00644	.02309	.00241	-.01461	.04041	2.86447
85	-.00098	.00990	-.00293	.01827	.02381	.02114	.00624	-.00756	.03640	5.50053
86	.01280	.02283	.00289	.02473	.02035	.01523	.01030	.01615	.00764	6.99947
87	.01244	.03947	-.01483	.01582	.00652	.01941	.00914	.01369	.00496	5.57024
88	.00614	.01312	.00305	.01637	.01009	.01773	-.00056	.01299	.02310	5.36066
89	.01605	-.01730	.01659	.00232	.02270	.00818	.01921	.01392	.01302	5.02772
90	.00062	.01393	.00057	.02067	.00639	.02880	.00121	.01178	.04013	6.51567
91	.00158	.04373	.00284	.02825	.00393	.01803	.00878	.00156	.02798	7.19688
92	-.00744	.02780	-.00893	.02395	-.00163	.03364	.00357	.00863	.04428	6.48651
93	.01075	.02724	.00224	.02527	-.00335	.01565	-.01418	.01218	.04314	6.23154
94	-.00210	.03075	.00148	.01855	-.00539	.02263	.00130	-.00239	.03945	5.47564
95	.00395	.01791	-.01123	.01918	.00831	.01927	.00412	-.00889	.05446	5.62706
96	-.00206	.00772	-.00494	.01243	.01052	.02800	.01313	.00983	.00800	4.33445
97	.00206	.01909	.00066	.00850	-.00462	.02439	.00557	.01111	.01445	4.24861
98	-.00173	.02539	.01735	.01457	-.00027	.02240	-.00136	-.00227	.02889	5.42695
99	.01217	.01808	.01310	.00754	-.00546	.03604	-.00782	.00581	.02991	5.72249
100	.00132	.02374	-.00497	.02469	-.00518	.01616	-.00133	.01140	.05455	6.31789
101	-.00531	.03409	-.00224	.01653	.00269	.03168	.00187	.00390	.02725	5.78687
102	.00460	.03115	.00784	.01677	.00009	.01946	-.00400	.00570	.02792	5.75098
103	-.00252	.03141	.00105	.01590	.00041	.02707	-.00081	.00953	.01735	5.20240
104	-.00719	.03939	-.00008	.01922	.00010	.02549	-.00809	.01155	.03992	6.30114
105	.00418	.03451	.00031	.01608	.01139	.02080	-.00741	-.01587	.03056	4.96375
106	-.00234	.02702	-.00308	.02510	.00473	.03159	-.00696	-.00099	.03202	5.60527
107	-.00161	.02956	.01048	.01192	-.00688	.02362	.00055	.01244	.02069	5.28823
108	.00299	.02099	.00244	.00490	.00853	.01053	.01283	.01072	.01703	4.79474

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
109	-.00661	.03719	.01473	.00559	.00121	.00414	.01456	.01025	.04418	6.62867
110	.00767	.02131	-.00023	.00197	.02198	.01750	.01196	.01017	.00765	5.25882
111	-.00405	.01360	.00801	.00451	.01139	.01557	.02184	.00796	.00731	4.55857
112	.00458	.01924	.00738	.02928	.02142	.00606	-.00217	.00146	-.01158	3.99692
113	.01431	.01946	.00115	.01267	.01893	.03563	.00793	.00959	.00240	6.39809
114	.00026	.00494	.00388	.00470	.02233	.02632	-.00141	.00581	.01066	4.06874
115	.00273	.01722	-.00477	.00353	.02569	.00646	.01232	.00890	.01036	4.34902
116	-.00266	.01506	.00686	.01466	.00105	.01190	-.00548	.00182	.02669	3.67961
117	.00690	.01398	-.00600	.01276	.01306	.01183	.01291	.00586	.01413	4.49683
118	.03360	.02266	.00384	.00079	-.00406	.02051	.00407	.00444	.01154	5.09043
119	.00542	.02748	-.01684	.02795	-.01146	.00625	.00244	.00653	.02328	3.70860
120	-.01889	.01321	-.00064	.00398	.01176	.01897	-.00156	-.00219	.01230	1.93957
121	.02799	.02886	.00964	-.00506	.00178	.00591	.02098	.00648	.02023	6.16069
122	-.00714	.01141	.00006	.01243	-.00791	.02698	-.00223	.01603	.00175	2.66771
123	.00551	.01855	-.00630	.02927	.00243	.00800	-.00737	.01689	.04535	5.89449
124	.01366	.02762	.00917	.00969	.00813	.02924	.00154	-.00027	.01011	5.71211
125	.02473	.02529	-.00448	.01629	-.00038	.01532	.01711	.00440	.00944	5.65417
126	.01742	.03894	-.00262	.00444	-.00203	.01524	.01086	.01395	.00811	5.46152
127	.00674	.01818	.00667	.00522	.00209	.00938	.02348	.02050	-.00002	4.86709
128	-.00294	.02258	-.00470	.00949	.00723	.02446	-.01379	.00431	.03554	4.28736
129	.00349	.02040	-.00171	.00216	-.00465	.00260	.01468	.00411	.03716	4.12895
130	-.00382	.03384	-.00195	.00871	.00405	.02460	.00946	-.00093	.02010	4.93739
131	.00925	.02273	.00310	.00576	.02022	.00617	.01140	.01003	.02323	5.90479
132	.02579	.03940	-.00058	.01698	.01443	-.01053	.00658	-.00135	.00773	5.19521
133	.00078	.00371	-.00504	.01554	.01769	.02859	.01262	.00530	-.00994	3.63106
134	-.00196	.02343	.00183	.00841	.00338	.01732	-.00126	.00623	.02215	4.17253
135	-.00055	.00587	.00273	.01693	.00360	.01729	-.00092	.02190	.04464	5.86049

Transformation Weights (u) and Constants (k) to Apply to ASVAB Tests in the First Tier (150 Job Families)

Job Family	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
136	-.00083	.03298	-.00351	.02125	.00216	.02072	.01221	.01147	.04907	7.65484
137	.00276	.01523	-.00269	.01193	.01097	.01726	.01272	.00565	.02573	5.24247
138	-.00276	.02380	.02180	.00369	.00610	.00478	.01426	.00315	.00924	4.46838
139	-.00025	.02398	.00316	.02044	.00994	.03035	.01311	.00105	.05397	8.20522
140	.00714	.01782	.01292	.00790	.02561	.03150	.01570	-.00349	.03247	7.78967
141	-.00213	.01421	.00023	.01593	.03632	.01327	.00956	.00379	.03166	6.49324
142	.01892	-.00184	.00196	.00831	-.00185	.02225	.01111	.01588	.04667	6.37954
143	-.00557	.03576	-.01322	.01591	.00677	.02303	.01171	.00593	.04586	6.62345
144	.00180	.02332	.00211	.00657	.00282	.01260	.00613	.00752	.01347	4.01269
145	-.00487	.03417	.00528	.00648	.00950	.02193	.00510	-.00376	.02088	4.98331
146	.00552	.02135	-.00785	.02774	.02092	.02621	.01019	-.00498	.03304	6.95266
147	.01933	.02542	-.00029	.01831	.01232	.03206	.00235	-.00143	-.01067	5.09097
148	.00505	.01609	.01312	.01674	.01159	.01238	.01300	.01050	.02169	6.35210
149	.02260	.02125	-.02678	.02157	.00983	.00728	.01226	.00238	.01813	4.62794
150	.00349	.00146	.00365	.00690	.01574	.02878	.01422	.01301	-.01512	3.78797

Appendix E1
Computations for Obtaining Second Tier Statistical Standard Scores from Operational ASVAB Test Scores

The actual beta weights used in the simulations are shown in appendix E2. They are not needed for operational computations. The weights, u, and constants, k, for each job family for the first tier are shown in appendix E3. These are the weights to be used in operational computations.

The procedure for transforming the operational ASVAB test scores into traditional Army standard AA scores required for use in the second tier system is given below:

(1) Obtain the sum of the products of the nine u weighted ASVAB operational test scores for each composite.

(2) Subtract the constant k for each composite from the sum of the weighted scores obtained in (1) above.

This transformation results in obtaining the Army standard score composite for each soldier for each of the 17 job families required for use in the second tier for record-keeping, counseling and establishing minimum cut score.

Appendix E2

Nine-Test Composite Weights for ASVAB Tests Using the Samples A + B + C. Only Positive Weights Used.

Cluster		GS	AR	NO	CS	AS	MK	MC	EI	VE
1	CL1	.00169	.00000	.05214	.13134	.00585	.31420	.04841	.00000	.29748
2	CL2	.00000	.22470	.00569	.05790	.06687	.15555	.06334	.04688	.15890
3	CO1	.04701	.06138	.03122	.00310	.11772	.17064	.09757	.04996	.05819
4	CO2	.06422	.11183	.00000	.05106	.13581	.13733	.10670	.08025	.09494
5	EL1	.01042	.13162	.00000	.04081	.16717	.12459	.08244	.12093	.14386
6	EL2	.04610	.11426	.00000	.04786	.13402	.18174	.08986	.10986	.10633
7	EL3	.03365	.16044	.04657	.12023	.06994	.10393	.06385	.08262	.21198
8	FA	.08823	.13630	.00350	.01704	.11215	.17542	.11095	.06130	.00000
9	GM1	.07021	.20045	.00000	.04004	.19602	.11929	.08809	.14434	.06690
10	GM2	.08287	.09569	.00000	.05956	.18148	.15159	.09535	.08002	.04094
11	MM1	.02418	.10178	.00000	.00747	.36922	.08690	.13225	.12730	.04698
12	MM2	.00594	.14584	.02940	.04271	.19885	.12064	.13420	.06736	.17366
13	OF	.04456	.15919	.00000	.04494	.17639	.09514	.10910	.06870	.10213
14	SC	.00568	.12436	.00000	.06418	.09126	.18331	.07481	.11276	.14871
15	ST1	.06485	.12910	.00000	.08598	.08099	.10447	.10449	.05901	.11975
16	ST2	.02073	.17701	.00000	.09998	.05789	.16483	.06822	.04338	.24015
17	ST3	.03879	.14001	.00000	.09381	.10998	.14403	.10722	.06601	.18405

Appendix E3

Transformation weights (u) and constants (k) to apply to ASVAB tests in the Second Tier (17 job families)

	Cluster	GS	AR	NO	CS	AS	MK	MC	EI	VE	k
1	CL1	.00460	.00000	.14217	.35814	.01594	.85677	.13202	.00000	.81118	16.04108
2	CL2	.00000	.68542	.01736	.17662	.20400	.47451	.19322	.14302	.48471	18.94332
3	CO1	.17887	.23356	.11878	.01180	.44792	.64930	.37127	.19009	.22141	21.14962
4	CO2	.20024	.34872	.00000	.15920	.42347	.42823	.33273	.25025	.29605	21.94416
5	EL1	.03082	.38931	.00000	.12072	.49449	.36854	.24386	.35769	.42553	21.54761
6	EL2	.13508	.33480	.00000	.14025	.39271	.53252	.26330	.32191	.31157	21.60735
7	EL3	.09253	.44120	.12807	.33065	.19235	.28581	.17558	.22722	.58295	22.81738
8	FA	.29703	.45888	.01179	.05738	.37757	.59055	.37351	.20636	.00000	18.65374
9	GM1	.18285	.52202	.00000	.10428	.51047	.31065	.22940	.37589	.17423	20.48943
10	GM2	.25859	.29858	.00000	.18586	.56628	.47301	.29751	.24970	.12776	22.86494
11	MM1	.06341	.26691	.00000	.01958	.96821	.22787	.34679	.33382	.12319	17.48975
12	MM2	.01584	.38919	.07845	.11397	.53065	.32195	.35813	.17975	.46342	22.56702
13	OF	.13544	.48379	.00000	.13657	.53608	.28915	.33158	.20880	.31039	21.58984
14	SC	.01712	.37525	.00000	.19366	.27538	.55313	.22574	.34026	.44874	21.46445
15	ST1	.21206	.42215	.00000	.28116	.26485	.34160	.34169	.19297	.39160	22.40411
16	ST2	.05699	.48655	.00000	.27482	.15913	.45307	.18752	.11923	.66010	19.87012
17	ST3	.10751	.38803	.00000	.25997	.30480	.39915	.29716	.18293	.51008	22.48121

Appendix F

*Small Entry-Level MOS Attachments to MOS Kernels (for First Tier Use)**

11B Infantryman

- 18X Special Forces Candidate

12B Combat Engineer

- 18C Special Forces Engineer Sergeant

13E Cannon Fire Direction Specialist

- 13P MLRS/Lance Operations/Fire Direction Specialist

13R FA Firefinder Radar Operator (F)

- 13T Remotely Piloted Vehicle Crewmember
- 15E Pershing Missile Crewmember

14D Hawk Missile System Crewmember

- 14S Avenger Crewmember

16E Hawk Fire Control Crewmember

- 16D Hawk Missile Crewmember
- 16H Air Defense Artillery Operator/Intelligence Assistant
- 16T Patriot Missile Crewmember
- 16X Feeds 16B, 16E, 16D and 16T (CMF 16 Trainee)

24Z Combined (24C, 24G, 24N (F), 21L)

- 14E Patriot Fire Control Enhanced Operator/Maintainer
- 14J Early Warning Systems Operator **(F)**
- 14L AN/TSQ-73 Air Defense Command and Control Operator/Maintainer
- 14M Man Portable Air Defense System Crewmember (RC)
- 14R Sight Forward Heavy Crewmember **(F)**
- 24T Patriot Operator and System Mechanic
- 25L AN/TSQ-73 ADA Cmnd/Control System Operator/Repairer

25S Still Documentation Specialist

- 25V Combat Documentation/Production Specialist

25Z Combined (25C, 25P)

- 81C Cartographer
- 81Q Terrain Analyst
- 81T Topographic Analyst

*Small Entry-Level MOS Attachments to MOS Kernels (for First Tier Use)**

27E TOW/Dragon Repairer

- 27F Vulcan Repairer
- 27G Chaparral/Redeye Repairer

27Z/ Combined (24K, 24M, 27H, 27M, 27N)
29Z Combined (29F, 29M)

- 27K Hawk Fire Control/Continuous Wave Radar Repairer
- 27T Avenger System Repairer
- 27X Patriot System Repairer
- 29H Automatic Digital Message Switch Equipment Repairer
- 31F Network Switching Sys Op/Maintainer (Mobile Subscriber Equip Network Sys Op)
- 39B Automatic Test Equipment Operator/Maintainer

31K Combat Signaler

- 31U Signal Support Systems Specialist

31Q Tactical Satellite/Microwave Systems Operator

- 39Y FA Tactical Fire Direction Systems Specialist

31R Multi-channel Transmission Systems Operator

- 52G Transmission and Distribution Specialist

31V Unit Level Communications Maintainer

- 18E Special Forces Communications Sergeant (Special Operators Communications Spec)

35E Radio and Communications Security Repairer

- 33R Electronic Warfare/Intercept Aviation Systems Repairer
- 33T Electronic Warfare/Intercept Tactical Systems Repairer
- 33V Electronic Warfare/Intercept Aerial Sensor
- 33Y Strategic Systems Repairer (EW Tactical Systems Repairer)
- 35B Land Combat Supply Systems Test Specialist
- 35D Air Traffic Control Equipment Repairer
- 35L Avionic Communications Equipment Repairer
- 35Q Avionic Flight Systems Repairer
- 93D ATC Systems, Subsystems and Equipment Repairer

35N Wire Systems Equipment Repairer

- 25R Visual Information Equipment Operator/Maintainer (Audio/Visual Equip Repairer)

36M Switching Systems Operator

- 35Y Integrated Family of Test Equipment (IFTE) Operator/Maintainer

*Small Entry-Level MOS Attachments to MOS Kernels (for First Tier Use)**

45B Small Arms Repairer

18B Special Forces Weapons Sergeant

46Z Combined (46Q, 46R)

38A Civil Affairs Specialist
96F Psychological Operations Specialist
97L Translator/Interpreter (RC)
97X Linguist

51T Technical Engineering Specialist

82D Topographic Surveyor

62B Communications Equipment Repairer

88P Railway Equipment Repairer (RC)

62J General Construction Equipment Operator

62G Quarrying Specialist
62H Concrete and Asphalt Equipment Operator

63B Light-Wheel Vehicle Mechanic

88L Watercraft Engineer

63G Fuel and Electrical Systems Repairer

88R Airbrake Repairer
88S Locomotive Electrician

63H Track Vehicle Repairer

88T Railway Section Repairer (RC)

63S Heavy-Wheel Vehicle Mechanic

88Q Railway Car Repairer

67U Medium Helicopter Repairer

67X Heavy Lift Helicopter Repairer

67V Observation/Scout Helicopter Repairer

67G Utility Airplane Repairer
67H Observation Airplane Repairer
67S Helicopter Repairer

68M Aircraft Weapon Systems Repairer

68X AH-64 Armament/Electrical Systems Repairer

*Small Entry-Level MOS Attachments to MOS Kernels (for First Tier Use)**

68Z Combined (68L, 68Q, 68R)

45G Fire Control Repairer

52F Turbine Engine Driven Generator Repairer

71L Administrative Specialist

71C Executive Administrative Specialist

74B Information Systems Operator

74C Telecommunications Operator/Maintainer

74G Telecommunications Computer Operator/Maintainer

75B Personnel Administration Specialist

75H Personnel Services Specialist

76V Material Storage and Handling Specialist

55R Ammunitions Stock Control and Account Specialist

88M Motor Transport Operator

88K Watercraft Operator

88U Railway Operators Crewmember

88V Train Crewmember

91A Medical Specialist (called 91B on CMF listing)**

18D Special Forces Medical Sergeant

91B* Medical NCO (called Medical Equipment Repairer, 91A, on CMF listing)

91N Cardiac Specialist

91V Respiratory Specialist

91E Dental Specialist

42E Optical Laboratory Specialist

91F Psychiatric Specialist

91X Mental Health Specialist

91K Medical Laboratory Specialist

77L Petroleum Laboratory Specialist

91Z Combined (91H, 91J, 91U, 91Y)

42C Orthotic Specialist

92R Parachute Rigger

43M Fabric Repair Specialist

*Small Entry-Level MOS Attachments to MOS Kernels (for First Tier Use)**	
96B	**Intelligence Analyst**
37F	Psychological Operations Specialist
97E	Interrogator
97G	Multi-Disciplinary Counter Intelligence
96D	**Imagery Analyst**
93B	Aeroscout Observer
96U	Unmanned Aerial Vehicle Operator
96R	**Ground Surveillance Systems Operator (F)**
96H	Air Intelligence Specialist
98G	**EW Signal Intelligence Vocal Interrogator**
98X	EW/SIGNIT Specialist

* There are a number of MOS that are closed to female enlistees that appear either as a kernel (in bold) or as a small entry MOS (indented). There are three clusters that conflict because either the kernel or the small entry MOS (but not both) is closed to females. In such instances, these MOS should always appear a separate MOS but should use the LSEs of the kernels.

** Note numbers change on latest CMF listing from PERSCOM.

Appendix G

MPPs by Family for Four Experimental Conditions

		Condition 1		Condition 3	
MOS	Title	MPP	SD	MPP	SD
Total		.2098232	.0144568	.2217902	.0156502
11H	Heavy Anti-Armor Weapons Infantryman	-.3025692	.0468303	-.2256063	.0453340
13F	Fire Support Specialist	-.0043148	.0479472	.1444030	.0542852
19K	M1 Abrams Armor Crewman	.3648563	.0463794	-.2408759	.0401478
31C	Single Channel Radio Operator	.0768512	.0425212	-.0838187	.0459804
31V	Unit Level Communications Maintainer	.0299586	.0462931	-.0390748	.0564298
52D	Power Generator Equipment Repairer	.1960427	.0395526	.2648280	.0384918
67U	Medium Helicopter Repairer	1.2832445	.0363791	1.2829288	.0348275
75B	Personnel Administration Specialist	.0241539	.0475155	.0134060	.0337096
91K	Medical Laboratory Specialist	.6624353	.0416933	.7123084	.0396753
92G	Food Service Specialist	.1899004	.0269368	.1491058	.0304648
16S1	Man Portable Air Defense Sys Crewmbr	.5172092	.0557194	.4620875	.0487336

		Condition 2		Condition 4	
MOS	Title	MPP	SD	MPP	SD
Total		.1834835	.0157005	.2139208	.0156686
11H	Heavy Anti-Armor Weapons Infantryman	-.1957314	.0422813	-.2476398	.0462272
13F	Fire Support Specialist	.2148520	.0537625	.1423922	.0486421
19K	M1 Abrams Armor Crewman	.1030279	.0434766	-.3809596	.0425290
31C	Single Channel Radio Operator	-.2156820	.0460017	-.0432977	.0442200
31V	Unit Level Communications Maintainer	-.2305874	.0421077	-.0491370	.0526004
52D	Power Generator Equipment Repairer	.1888078	.0491730	.2664269	.0384807
67U	Medium Helicopter Repairer	1.1024933	.0524286	1.2614244	.0355031
75B	Personnel Administration Specialist	-.1461825	.0343872	-.0285174	.0357048
91K	Medical Laboratory Specialist	.8345962	.0381516	.7763853	.0319450
92G	Food Service Specialist	.1009109	.0300140	.1556599	.0287681
16S1	Man Portable Air Defense Sys Crewmbr	.2618140	.0535586	.5003920	.0506497

Note: Condition 1 - Multiple-Times Test Takers
Condition 2 - First-Time Test Takers
Condition 3 - Total Sample
Condition 4 - Corrected Total Sample